

## Juan Carlos Varela

Shareholder

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## Focus Areas

International Employment Law  
Littler X-celerator Toolkits

## Overview

Juan Carlos Varela is a lawyer with an impressive educational background, holding law degrees in four different countries, three international master's degrees, and a wealth of knowledge in diverse areas of the law. His areas of practice encompass federal and Florida State law in the United States, as well as international private law. He has substantial experience dealing with cross-border legal issues, ensuring compliance with international regulations, and facilitating the resolution of complex legal disputes.

He focuses his practice in several key areas:

### International Employment and Labor

Juan Carlos is a legal adviser of the United States of America Employer Delegation to the International Labor Organization Conference in Geneva.

On the international front, Juan Carlos provides strategic advice and counsel to multinational employers on a wide range of international employment and compliance matters, including:

- Global workforce (remote workers, independent contractors, expatriates)
- Global mobility programs and expatriate workforces
- The United Nations Guiding Principles on Business and Human Rights
- Labor obligations under free trade agreements
- Multicountry and international surveys on employment laws and practices

- Global codes of conduct and international policies

### **Business Restructuring and M&A**

He served as leading counsel on the labor and employment component of the global acquisition of one of the largest telecommunication companies in the world. He also served as leading counsel designing and implementing complex company restructuring, country exit plans, and foreign government negotiations, and has advised Fortune 50 corporations in several countries.

A main area of Juan Carlos's practice is handling labor and employment matters related to complex business transactions, mergers, and acquisitions. Juan Carlos has a deep understanding of transactional law and comprehensive knowledge of relevant corporate, securities, and contract laws. On his transactional practice, Juan Carlos meticulously reviews financial records, contracts, intellectual property, regulatory compliance, litigation history, and other relevant documents to provide clients with a clear picture of the risks and opportunities involved in a transaction. His strong project management skills are key to effectively coordinating with clients, other legal teams, financial advisors, and other stakeholders involved in these transactions.

### **Contingent Workforce**

He provides legal support in contingent workforce-related disputes, including litigation and arbitration proceedings. He was leading counsel on the incorporation and structuring of one of the largest Global Employer of Record agencies.

Juan Carlos devotes a good portion of his time to contingent workforce matters. He offers legal advice on employment contracts, independent contractor agreements, and temporary staffing arrangements. He interprets labor laws, employment regulations, and relevant statutes to guide clients in developing compliant workforce solutions to mitigate risks and ensure adherence to labor laws and employment regulations. Juan Carlos evaluates and advises on the proper classification of workers as employees or independent contractors based on applicable legal criteria.

### **Privacy and Data Protection**

He served as leading counsel in the creation of a Fortune 10 oil and gas corporation's global privacy and data protection policy.

Juan Carlos has considerable knowledge of global and domestic data privacy laws and background check regulations and helps ensure clients' compliance with privacy requirements. He offers authoritative guidance on GDPR, CCPA, HIPAA, and other relevant data privacy frameworks. Juan Carlos regularly helps clients develop data protection strategies, collaborating with their legal and compliance teams to design and implement tailored and effective solutions. He conducts privacy impact assessments (PIAs) to identify potential risks and ensure data protection compliance. Juan

Carlos promotes awareness and understanding of data privacy best practices and provides guidance on the handling of data breach incidents.

### **Unfair Competition and Trade Secrets**

His experience includes serving as leading counsel handling complex litigation, enforcing noncompete agreements, and obtaining injunctions in different jurisdictions for a Fortune 100 pharmaceutical company.

Juan Carlos advises clients on best practices for protecting trade secrets and confidential information, handles all aspects of trade secrets misappropriation cases, and pursues legal action against parties who unlawfully use or disclose trade secrets. He provides legal guidance on trademarks, copyrights, and patents, and conducts risk assessments. He advises on compliance measures and assists in developing internal policies to prevent unfair competition and protect trade secrets. He advises employers on the implications and enforceability of restrictive covenants, and handles cases involving unfair competition practices, such as misappropriation of trade secrets, breach of fiduciary duties, and tortious interference claims.

### **Whistleblowing, Compliance, and Investigations**

He served as leading counsel representing one of the largest cruise corporations of the world dealing with a whistleblower investigation involving sexual harassment allegations in five different jurisdictions.

Juan Carlos advises clients on laws protecting whistleblowers, such as the Sarbanes-Oxley Act (SOX), Dodd-Frank Act, and other relevant statutes. He provides legal support and advocacy for employees who have experienced retaliation for reporting misconduct and assists clients in developing and implementing robust compliance programs that align with labor laws, industry standards, and best practices. Conducts compliance audits to identify potential risks and advise on remediation measures. He also leads internal investigations into alleged workplace misconduct, including harassment, discrimination, and ethical violations.

### **Recognition**

- Named, The Best Lawyers in America®, 2018-2019
- Named, Best Lawyers in Venezuela®, 2014-2020
- Named, Labour and Employment, *Chambers Latin America*, 2014-2017
- Named, Leading Lawyer in Venezuela, *Legal 500 Latin America*, 2015-2016
- Named, Latin America's Top 100 Lawyers, *Latinvex*, 2016-2017
- Named, International Who's Who of Management Labour and Employment Lawyers, *Who's Who Legal*, 2015
- Named, World's Leading Business Lawyers, Corporate/M&A, Venezuela, *Chambers Global*, 2014
- Named, Excellence in Client Service, *Client Choice International*, 2013
- LACCA Approved, Labour, *Latin America Corporate Counsel Association*, 2020-2021

## **Education**

J.D., University of Miami, 2019

LL.M., University of Miami, 2019

LL.M., University of Miami, 2011

LL.M., University of Illinois, 1995, *summa cum laude*

J.D., Universidad Católica Andrés Bello, VZ, 1992, *cum laude*

## **Bar Admissions**

Venezuela

Colombia

Florida

## **Courts**

Supreme Tribunal of Justice of Venezuela

Supreme Court of Justice of Colombia

## **Languages**

Spanish

English

Portuguese

## **Publications & Press**

### **Employment Contracts in the Americas**

*Littler Podcast*

March 31, 2023

### **Return to Work: Challenges and Practical Recommendations**

*Littler Podcast*

February 28, 2023

### **2023 Outlook of the Americas – Prepare Your Workforce for a Year of Challenges**

*Littler Podcast*

February 2, 2023

### **Littler Ranked in Chambers Latin America Guide 2023**

*Littler Press Release*

August 26, 2022

**Littler Elects Four New Members to 2022 Board of Directors**

*Littler Press Release*

January 31, 2022

**A Global Vision and the American Dream**

*Littler Podcast*

October 4, 2021

**Littler's APAC Employment & Labor Law 2021 Series: Remote Workers in Asia versus Latin America**

*Littler Podcast*

March 11, 2021

**Littler's APAC Employment & Labor Law 2021 Series: Asia's Focus on LATAM and Putting Workers On the Ground**

*Littler Podcast*

March 9, 2021

**Littler Attorneys in Venezuela Earn Best Lawyers® Recognition**

*Littler Press Release*

December 6, 2019

**Littler Lightbulb: Highlighting Five Recent Developments in Latin America**

*Littler Insight*

September 17, 2019

**Littler Attorneys in Mexico and Venezuela Named to 2019 Best Lawyers® List**

*Littler Press Release*

December 5, 2018

**Best Lawyers in America® 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**Littler Attorneys Named in 2018 Who's Who Legal Labour, Employment & Benefits Guide**

*Littler Press Release*

June 5, 2018

**Some Big Law Firms Hang On in Turbulent Venezuela**

*The American Lawyer*

May 21, 2018

**Littler Global Guide - Venezuela - Q1 2018**

*Littler Global Guide Quarterly*

April 23, 2018

**Littler Attorneys in Mexico and Venezuela Earn Best Lawyers® Recognition**

*Littler Press Release*

December 1, 2017

**Littler Attorneys Named in 2017 Who's Who Legal Guide**

*Littler Press Release*

September 28, 2017

**Littler Ranks in The Legal 500 Latin America 2017 and Chambers and Partners Latin America 2018 Guides**

*Littler Press Release*

September 22, 2017

**Best Lawyers in America® 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**Best Lawyers® Recognizes Littler Mexico and Venezuela Attorneys**

*Littler Press Release*

December 12, 2016

**Pensions & Retirement Plans 2016**

*Getting the Deal Through*

May 1, 2016

**Latin America's Top 100 Lawyers**

*Latinvex*

January 13, 2016

**Littler Attorneys Recognized in Best Lawyers Mexico® and Best Lawyers Venezuela®**

*Littler Press Release*

October 21, 2015

**Approach to Employment and Labour Issues Must Suit Jurisdiction, Say Panellists**

*Latin Lawyer*

September 14, 2015

**Littler Attorneys Included in Best Lawyers in Mexico, Venezuela and Colombia© 2015 Editions**

*Littler Press Release*

October 6, 2014

**HR Americas: Trends, tips and discussion on managing talent in the Americas**

*WorldCity*

November 16, 2013

**Littler Earns Top Rankings From U.S. News and Best Lawyers**

*Littler Press Release*

November 5, 2013

**Venezuela: Useful online resources on employment law**

*XpertHR*

November 2013

**Brazil's New Anti-Corruption Law: What Every Multinational Employer Should Know**

*Littler Insight*

August 22, 2013

**Nueva Ley Contra la Corrupción de Brasil: Todo lo que un Empleador Multinacional Debe Saber**

*Littler Insight*

August 22, 2013

**Colombia Adopta Normas Sobre la Protección de Datos Personales**

*Littler Insight*

July 29, 2013

**Colombia Adopts Regulations to Implement its Data Protection Laws**

*Littler Insight*

July 29, 2013

**Alerta a los Empleadores Venezolanos: Nuevo Reglamento Establece Requisitos Adicionales a la Jornada Laboral y Días de Descanso**

*Littler Insight*

May 24, 2013

**Venezuela Employers Beware: New Regulations Establish Additional Wage and Hour Requirements**

*Littler Insight*

May 24, 2013

**The 2012 Global Employer: Highlights of Littler's Fifth Annual Global Employer Institute**

*Littler Report*

February 21, 2013

**Outsourcing in Latin America**

*Latin American Law & Business Report*

July 1, 2012

**The 2011 Global Employer: Highlights of Littler's Fourth Annual Global Employer Institute**

*Littler Report*

February 15, 2012

**Reforma Parcial del Reglamento de la Ley de Alimentación para los Trabajadores y Trabajadoras**

*Littler Insight*

July 18, 2011

**Littler Mendelson Opens First International Office in Venezuela**

*Littler Press Release*

October 18, 2010

## **Speaking Engagements**

**Inteligencia Artificial - Implicaciones para la Fuerza Laboral**

July 3, 2024

**Artificial Intelligence - Implications for the Labor Force**

July 2, 2024

**Employment Law Update**

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024

**From Myth to Reality: Addressing the Strategies for Consistency in Handbooks Globally**

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

**Doing Business in the Americas: Session 2 | Labor and Employment Compliance**

April 19, 2023

**Doing Business in the Americas: Session 1 | Florida as the Gateway to the Americas**

January 18, 2023



**How to Lead an International Internal Investigation: Cross-Border Compliance and Strategies**

May 24, 2022

**Exposure Under the New EU “Whistleblower Directive” and Beyond: How to Comply with the World’s Emerging Whistleblower Anti-Retaliation and Hotline Mandates**

Littler Executive Employer Conference

May 5, 2022

**Unique Considerations for Engaging Freelancers in APAC and LATAM**

April 28, 2022

**Unique Considerations for Engaging Freelancers in APAC and LATAM**

April 27, 2022

**International Wandering Workers: Avoiding the Legal Pitfalls for Multinational Employers**

April 8, 2021

**Not All Who Wander Are Lost: Managing Employee Relocation in the Era of Remote Work**

March 11, 2021

**Sexto Foro Regional de Derecho Laboral**

Panama City

September 20, 2019

**Venezuela: Political, Economic and Legal Outlook**

Boleita, Caracas

April 2, 2019

**Venezuela Overview: New Financial Reforms**

Boleita, Caracas

October 3, 2018

**Visión General de Venezuela: Nuevas Reformas Financieras**

Boleita, Caracas

October 3, 2018

**Labor and Employment Outlook 2017: Companies of Today for the Venezuela of Tomorrow**

Boleita, Caracas

February 23, 2017

**Perspectivas Laborales 2017: Empresas del presente para la Venezuela del futuro**

Boleita, Caracas

February 23, 2017

**Inaugural Europe Conference - Germany**

Berlin

November 10, 2016

**Régimen Laboral Transitorio y Obligatorio en Venezuela**

August 22, 2016

**Mandatory Transitory Labor Regime in Venezuela**

August 22, 2016

**The Art of Global Restructuring and Global Workforce Integration**

May 5, 2016

**Brazil: Country Outlook for 2016**

February 26, 2016

**Venezuela Labor Outlook 2016**

Boleita, Caracas

February 24, 2016

**Perspectivas Laborales 2016 - Venezuela**

Boleita, Caracas

February 24, 2016

**Latin America HR Challenges and Solutions**

Latin America Employee Relations Group, Miami, FL

February 25-26, 2016

**Venezuela: Country Outlook for 2016**

January 28, 2016

**Littler Global Primera Conferencia en México y Monterrey**

W Ciudad de México Calle Campos Elíseos 252, Miguel Hidalgo, Polanco, 11560 México, Distrito Federal

November 11, 2015

**Littler Global Mexico Conference**

W Mexico City Calle Campos Elíseos 252, Miguel Hidalgo, Polanco, 11560 Mexico City, D.F., Mexico  
November 11, 2015

**Littler Global Primera Conferencia en México y Monterrey**

NH Collection Monterrey Av. José Vasconcelos 402, Valle de Santa Engracia, 66268 San Pedro Garza García, NL, México  
November 10, 2015

**Littler Global Mexico Conference**

NH Collection Monterrey Av Jose Vasconcelos 402, Valle de Santa Engracia, 66268 San Pedro Garza García, NL, Mexico  
November 10, 2015

**Littler Global Colombia Conference**

Bogotá  
September 10, 2015

**Labor Update**

Boleita, Caracas  
May 27, 2015

**Latin America Labor & Employment Law Update**

April 29, 2015

**Labor Market and Global Mobility**

Rio de Janeiro, Brazil  
February 27, 2015

**Perspectivas Laborales 2015**

Boleita, Caracas  
February 24, 2015

**Labor & Employment Issues: Three Things an Employer Should Master for Success in Latin America**

Miami, FL  
November 13, 2014

**Hiring and firing: Save your multinational millions by taking precautions and avoiding “rookie” mistakes**

Miami, FL  
November 7, 2014

**Compliance and Liability Fundamentals**

Association of Corporate Counsel, South Florida Chapter  
May 2, 2014

**Critical Changes to the Labor Landscape in Latin America and the Implications for U.S. Employers**

Dallas, TX  
April 4, 2013

**Employment Agreements, Restrictive Covenants, and Trade Secrets: A Review for Multinational Employers**

March 28, 2013

**Critical Changes to Mexico and Venezuela's Labor Landscape and the Implications for U.S. Employers**

Houston, TX  
January 29, 2013

**Out & About: LGBT Issues and the Globally Mobile Workforce**

Littler Mendelson, Washington D.C.  
November 9, 2012

**Sustainable Innovations for a Changing Global Workforce**

Littler Mendelson, Washington D.C.  
November 8, 2012

**Protecting Your Operations in Latin America: Risks and Opportunities in the Region's Current Legal Landscape**

Littler Mendelson, Washington D.C.  
November 8, 2012

**Nueva Ley del Trabajo en Venezuela**

Boleita, Caracas  
July 17, 2012

**New Labor Law In Venezuela**

Boleita, Caracas  
June 29, 2012

**Doing Business South of the Border**

Littler Mendelson, Scottsdale, AZ  
May 10, 2012

## **Books & Book Chapters**

- Pensions & Retirement Plans - Venezuela, *Getting the Deal Through*, Law Business Research Ltd., chapter author, 2013 and 2014