

## Maria Rutmann

Associate

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## Focus Areas

AI and Technology

## Overview

Maria Rutmann primarily advises in the areas of International Labor Law and Restructuring.

Maria always maintains a cool head even in challenging situations, impressing with her determined and self-confident approach, relying on her solution-oriented thinking. Her teamwork is evident not only in the workplace but also benefits her in her hobby, volleyball.

Maria completed her legal traineeship at the Schleswig-Holstein Higher Regional Court, including placements at vangard | Littler and Abdón Pedrajas in Valencia, Spain. She studied Law with a focus on Labour Law at the University of Hamburg, including an Erasmus semester in Prague.

## Education

Law Degree, University of Hamburg

## Bar Admissions

Germany

## Languages

German

Russian

English

## **Publications & Press**

### **Bitcoin, Token, Ethereum, Stellar, Ripple, Litecoin**

*Kryptowährung als Vergütungsbestandteil*

September 1, 2022

### **Die strenge Schriftform als Digitalisierungsbremse – welche zwingenden Vorgaben müssen Arbeitgeber:innen noch immer beachten?**

*Vanguard*

June 2022

### **Urlaub à la carte**

*Vertrauensurlaub auf dem Prüfstand*

February 1, 2022

### **Employers Must Prepare for Mandatory Human Rights Diligence**

*International Employment Lawyer*

August 11, 2021

### **Proposed AI Policy in EU Could Change Hiring Landscape**

*Workspan Magazine*

July 1, 2021

## **Speaking Engagements**

### **Heads up Arbeitsrecht - Bundesarbeitsgericht zur Entgeltgleichheit - Verhandlungsgeschick als Rechtfertigungsgrund?**

Vanguard | Littler Webinar

March 2023

### **Flexibilität in der Arbeitswelt – The new normal? - Do's & Don'ts für Arbeitgeber:innen**

Vanguard | Littler Webinar

November 2021