

## Dr. Rajko Herrmann

Partner

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## Focus Areas

Business Restructuring and M&A  
Hiring, Performance Management and Termination  
Privacy and Data Security  
Unfair Competition and Trade Secrets  
Whistleblowing, Compliance and Investigations  
Investigations  
General Data Protection Regulation (GDPR)

## Overview

Dr. Rajko Herrmann advises his national and international clients on all areas of individual and collective employment law, including litigation before the courts at all levels. He has considerable experience in restructuring and redundancies, as well as the law relating to labor management and co-determination. He provides employment law advice on the incorporation of European companies and all types of transactions. His clients include companies in the aviation, logistics, IT, software and media industries.

Before joining vangard, Rajko worked for many years for an international law firm and became partner in 2010. He was admitted to the bar in 2003 and is a specialized lawyer (Fachanwalt) for employment law in Germany. He publishes articles regularly and gives seminars on various employment law themes.

## Professional and Community Affiliations

- Member, Employment Law Working Group, German Bar Association, 2015

## Recognition

- Named, Core Attorney, *Legal 500 Deutschland*, 2022

## Education

Doctorate in Law, University of Greifswald, 2004

Law Degree, University of Greifswald, 1998

## Bar Admissions

Germany

## Languages

German

English

## Publications & Press

### **The Global Guide Quarterly (Quarter 2, 2024)**

*Littler Global Guide Quarterly*

July 24, 2024

### **Littler Attorneys in Four European Countries Recognized in the 2025 Editions of Best Lawyers™**

*Littler Press Release*

June 21, 2024

### **Littler Global Guide - Germany - Q1 2024**

*Littler Global Guide Quarterly*

April 17, 2024

### **A Comprehensive Global Guide for AI Data Protection in the Workplace**

*Corporate Compliance Insights*

April 16, 2024

### **Developing a Global Data Protection Framework for Artificial Intelligence in the Workplace**

*Littler Insight*

February 29, 2024

**Littler Global Guide - Germany - Q3 2023**

*Littler Global Guide Quarterly*

October 17, 2023

**Littler Attorneys in Five European Countries Named to the 2024 Editions of Best Lawyers™**

*Littler Press Release*

July 18, 2023

**Littler Attorneys in Six Countries Recognized in 2023 Editions of Best Lawyers™**

*Littler Press Release*

June 24, 2022

## **Speaking Engagements**

**Recipe for Success: The Data Protection Framework for AI in the Global Workplace**

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

**Three Weeks and Counting: Key Action Items for U.S. Multinational Employers Before Enforcement of the EU's New General Data Protection Regulation Begins**

Littler Executive Employer, Phoenix, AZ

May 3, 2018

**One-Year Countdown: Get Ready for Europe's New Data Protection Framework Before It's Too Late**

May 11, 2017

**Inaugural Europe Conference - Germany**

Berlin

November 10, 2016

**Privacy Shield, GDPR, and Brexit: Their Impact on U.S. Multinational Employers' Cross-Border Transfers of Employee Personal Data**

Denver, CO

August 18, 2016

**The Future Has Arrived: Integrating Transformative Technologies in the Workplace**

May 4, 2016

**Employee Privacy in Europe: Where Does Europe Stand with Privacy Shield and the General Data Protection Regulation**

April 27, 2016

## **Books & Book Chapters**

- Germany Chapter, *The Littler Mendelson Guide to International Employment and Labor Law*, 4th Edition, co-authors Dr. Thomas Griebe, Sebastian Juli, Dr. Matthias Sandmaier, Stephan Settekorn, Jan-Ove Becker, 2015