

## Chris Lynn

Associate



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Labor and Employment

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London

Chris has extensive experience advising clients across a wide range of industries in all aspects of employment law in the UK, including transactional support in respect of employment and human resources (HR) matters, day-to-day counselling and advice to businesses on employee-related issues, and employment litigation in tribunal and court. He also works on cross-border matters, such as international projects and cross-border employee transfers, coordinating and consolidating multijurisdictional advice. He focuses on providing clear, practical advice and pragmatic solutions to achieve the best outcome for clients' legal and commercial needs.

**Chris's key areas of experience include:**

- Advising on and representing clients in employment disputes, such as discrimination, whistleblowing and unfair dismissal
- Advising and supporting clients in settlement negotiations related to employment disputes
- Advising clients on various HR-related projects, such as redundancies, collective consultations, contract and policy reviews, and ad hoc matters relating to investigations, disciplinaries and grievances
- Carrying out due diligence and providing other employment-related support for mergers & acquisitions
- Advising clients on Transfer of Undertakings (Protection of Employment), also known as TUPE, transfers arising from restructures, acquisitions and outsourcings
- Drafting employment contracts, consultancy agreements, settlement agreements and policies

Chris has particular experience advising and supporting startups and emerging companies on their first steps to engaging a workforce, ensuring the most commercial approach in the particular circumstances of each business.

Before joining Cooley, Chris spent time on secondment with businesses in a range of industries – including a large global retailer, a Japanese bank and a Formula 1 racing team, providing him with an in-depth practical knowledge of clients' commercial needs and pressures.

Chris also is active in pro bono matters, both employment-related and not. He has experience advising charities and other nonprofit entities, including a globally renowned orchestra. He regularly provides advice and support through local legal advice centres and is involved in initiatives to support refugees and assist children with obtaining British citizenship.

**Chris's representative matters include:**

- Advising a technology client on a significant UK restructure and reduction in force
- Providing employment advice to a technology client as part of its sale to a major international group – including on transaction documents, employment agreements, bonus agreements and settlement agreements
- Providing employment diligence and advice to a client in respect of its acquisition of software businesses from a major international group
- Providing employment diligence and advice to an artificial intelligence client in respect of its acquisition of a software business
- Advising a life sciences client in respect of a suspected breach of confidence and a proposed breach of a noncompete obligation
- Advising multiple startup clients on employment arrangements for their founders and first employees
- Advising and coordinating international advice for a pharma client in its sale of part of its business

## Education

BPP University Law School  
Legal Practice Course (LPC), 2012

University of Cambridge – Girton College  
BA, Law, 2011

## Admissions & Credentials

England and Wales

## Memberships & Affiliations

National Employment Lawyers Association