

# Natalia Kalatzi



Natalia Kalatzi is a senior associate in our TMT practice. She advises both domestic and international clients on compliance issues, with particular focus on Greek privacy laws and GDPR, direct-marketing legislation, advertising and commercial practices regulations. Natalia has a detailed knowledge of the IP laws and authors' rights. She handles a wide range of commercial law issues and drafts commercial contracts for clients in the healthcare, consumer goods, internet and food and beverage sectors.

She also has a detailed knowledge of employment law, employment benefits and the application of the related EU directives on transfer of undertakings and has significant experience in drafting employment contracts.

Natalia is an experienced commercial litigator and has acted for clients on a range of complex commercial disputes before the Greek Courts, including breach of contract issues relating to employment claims, privacy claims and preliminary injunction proceedings.

She is also part of our Litigation team, led by Senior Partner John Filiotis, and handles internet law issues, such as cases on immunity of internet service providers and internet platforms for allegedly defamatory content posted online.

## TMT & Intellectual Property

For the 11<sup>th</sup> consecutive year, our firm responded to and defended before the Hellenic and the Courts several removals requests which were filed against our client, the leading USA search engine.

### Notable TMT & Intellectual Property cases

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- The first case ever to be litigated in Greece for the issue of the legal age of consent under the GDPR that was filed against the leading USA search engine.
- We were retained to defend several complaints filed against the leading USA search engine for the association of personal data and images in the search engine with allegedly defamatory words or phrases relating to sexual orientation, profession and criminal convictions.
- We successfully defended the case of an individual, who is the heir of the most prominent Greek architect in the very serious dispute re the ownership of his father's archive.

### DPO Services

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### Data Protection / Privacy / IP

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### Technology, Internet & IT

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- We were retained to defend several complaints filed against the leading USA search engine for the association of personal data and images in the search engine with allegedly defamatory words or phrases relating to sexual orientation, profession and criminal convictions.
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## Employment

- Advised **Harley-Davidson Europe Limited** on relocating their Greece office and employees and on drafting a settlement agreement for the termination of a senior employee.
- Advising **Medtronic** on overtime issues and drafting of new employment contract templates.
- Advising **Diversey** on harmonization of group insurance schemes, tax treatment of employee benefits and amendment and discontinuance of employee benefits.
- Advising **Kyvernitis Travel** on employment matters (payroll issues, termination procedures, confidentiality clauses et al.)
- Advising **Orbit Couriers** on employment matters (disciplinary procedures, health and safety, sick and annual leave matters, confidentiality et al.).
- Prepared a legal due diligence on a draft human resources report for DEPA the public gas corporation.
- Advising **Miele AG** on employment matters.
- Advising the **leading USA search engine** on employment matters (benefits, part-time contracts, military service issues).
- Advised **Baker McKenzie's** London office on several employment-related issues regarding companies seeking to reduce personnel in Greece in order to minimize labor costs.
- Advised a client active in military equipment on immigration issues and ex-pat permit issues.
- Provided advice to a travel industry client on disciplinary measures for employees.
- Advised Baker McKenzie on the labor aspects of the asset acquisition of TNT by **Federal Express**.
- Advised **Diamond Resorts Inc.** on a recent attempt to acquire a Greek company including the transfer of its employees.

- Advised **Juniper Networks** on the drafting and harmonization of its employment contracts with Greek Law for hiring Greek personnel.
- Advised Baker McKenzie's Amsterdam office for **IGT**, a global company engaged in the design, development, manufacturing, distribution and sales of computerized gaming equipment, software, and network systems worldwide.
- Advised a **US search engine** on changing its country manager, hiring of personnel, employee handbook, issuing of employee credit cards and other matters.
- Advised a Japanese multinational on a major restructuring, including the application of the ARD Directive, employment redundancies and a European Works Council.
- Advised on **Ceva Logistics**' HR compliance program, including advising the HR department on putting together the employment contracts and benefits for the company employees.
- Advised on several employment law cases involving the transfer of employees under the Acquired Rights Directive and Presidential Decree implementing the directive in Greek law.
- Advised on the employment law aspects of a number of restructurings including a Japanese electronics equipment maker, **Sony Music**, a US multinational active in the Paper industry, and **Diversey Inc.**, as well as the acquisition of Shell Lubricants by **Petros Petropoulos S.A.**
- Advised **Whirlpool, Miele, Sony Music S.A., Heineken, Goodyear Tires, Dow Chemical and Diversey Inc.** on day-to-day employment law matters.

## Qualifications

- LLM, Centre for International Intellectual Property Law Studies, University of Strasbourg (2016)
- LLM in Civil Law, School of Law, University of Athens (2014)
- LLB, School of Law, University of Athens (2012)