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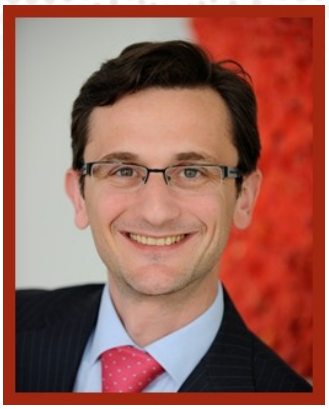

FREDERIK VAN REMOORTEL

COUNSEL

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PRACTICES

- Corporate
- Privacy & Cybersecurity
- Labor & Employment
- Privacy, Security Breach & Confidentiality
- Corporate Counseling, Governance & Compliance
- Commercial Contracts & Outsourcing
- Litigation & Trial

Frederik Van Remoortel is a counsel in the Brussels office of Crowell & Moring and has been admitted at the Brussels bar since 1998. He joined Crowell & Moring in 2001.

Frederik focuses on corporate, commercial, and labor & employment law. Since the start of his career in 1998, he also advises clients with respect to Belgian and EU data protection and privacy legislation, an area of law that is gaining more and more significance for domestic and international clients.

Frederik regularly assists international companies in setting up, operating, and restructuring their business in Belgium. This includes corporate transactional matters including acquisitions, mergers, joint ventures, and other collaborative arrangements, as well as general corporate counseling.

A substantial part of Frederik's work consists of the drafting and negotiation of a wide variety of commercial contracts, such as shareholders agreements, asset transfer agreements, licensing and distribution agreements, agency agreements, co-operation agreements, software contracts, complex telecommunication agreements such as MVNO agreements, outsourcing, supply agreements, independent contractor agreements, various types of lease agreements, and terms and conditions.

To complement his corporate practice, Frederik also advises clients with respect to individual and collective Belgian labor and employment law, in particular in the framework of restructurings.

Frederik has been a member of the firm's privacy group for many years. He regularly performs global privacy audits for multinational clients. He assists clients with the adoption and implementation of compliance programs and with the required notifications to the various national data protection authorities in Europe. Frederik

closely monitors the EU Commission's proposals for a comprehensive reform of EU data protection rules, which should, i.a., lead to the introduction of a new regulation that will be directly applicable in all EU Member States, putting an end to the cumulative and simultaneous application of different national data protection laws.

Frederik's experience includes both contentious and non-contentious work.

Representative clients whom Frederik works for include telecom operators, pharmaceutical companies, software developers, internet service providers, record companies, electronic consumer and professional electronic equipment manufacturers and distributors, defense/aerospace companies, manufacturers of medical equipment, carpet manufacturers and clothing companies, all based in various jurisdictions. Frederik also assists US and Belgium based non-profit and trade associations.

Frederik is a qualified lawyer in Belgium and obtained his law degree from the Universities of Namur and Leuven. He obtained a postgraduate degree in tax law from the University of Leuven. During his studies at the University of Leuven, he studied six months at the University of Stellenbosch (South-Africa).

Frederik is recommended in the 2013 edition of the Legal 500 EMEA for Corporate and M&A as a lawyer with a "solid legal knowledge." In this same edition of the Legal 500 EMEA, the Brussels corporate team as a whole is recommended for its "timely, well-reasoned advice at great value" and as being a "service-oriented" group.

Admissions/Affiliations

Admitted to practice: in Belgium and before the European Court

Substitute judge at the Brussels Commercial Court

Memberships
Former board member of the Young Brussels Dutch Bar Association
Interactive Advertising Bureau (IAB)

Education

- Catholic University of Leuven, J.D. (1997)
- Catholic University of Leuven (1998) postgraduate degree in tax law

Languages

- Dutch (Proficient)
- French (Proficient)

Speaking Engagements

- "The use of telephone, internet and e-mail by employees in the public sector and the employer's right to control this use," Seminar organised by the legal publisher Vanden Broele (March 24, 2011). Co-presenters: Emmanuel Plasschaert and Frederik Van Remoortel.
- "A visit from the social inspection - rights and duties of the employer," Webinar hosted by the Belgian Legal Counsel Institute (BLCI) (December 2, 2010). Co-presenters: Emmanuel Plasschaert and Frederik Van Remoortel.
- "Risks at the workplace: facing new challenges? - Harassment, Privacy, Discrimination", Belgian Legal Counsel Institute (BLCI) Seminar, Brussels (January 21, 2009). Co-Presenters: Frederik Van Remoortel and Emmanuel Plasschaert.
- "The employment agreements of executives" at IFE Benelux Seminar on Executives' remuneration (February 16, 2005). Co-Presenters: Frederik Van Remoortel and Emmanuel Plasschaert.

Publications

- "Apps on Smart Devices and Data Protection: February 27, 2013 Opinion of the Article 29 Working Party Provides Valuable Guidance," *Crowell & Moring's E-Discovery Law Insights* (April 1, 2013). Author: Frederik Van Remoortel.
- "Privacy and Data Protection: EU Commission's Proposal For New Data Protection Regulation – Status," *Crowell & Moring's E-Discovery Law Insights* (January 29, 2013). Author: Frederik Van Remoortel.
- "Factoring," *Bijzondere overeenkomsten. Artikelsgewijze commentaar met overzicht van rechtspraak en rechtsleer* (August 2012). Co-Authors: Frederik Van Remoortel and Steven Verbeke.
- *De vakbondsafvaardiging* (Edition 2012). Co-Authors: Emmanuel Plasschaert and Frederik Van Remoortel.
- "Jaarboek Sociaal Overleg: De vakbondsafvaardiging 2010," ["Yearbook Social Consultation: Trade Union Representation 2010"], *Kluwer* (2010). Author: Frederik Van Remoortel in cooperation with Emmanuel Plasschaert and Catherine Mairy.
- "Company Restructuring and the Impact on Employment — Collective Redundancies," ACC's *European Briefings* (June 2009). Co-Authors: Emmanuel Plasschaert, Yves Heijmans, Frederik Van Remoortel.
- "Er is meer nodig voor de tewerkstelling van oudere werknemers," *De Tijd* (August 24, 2006). Co-Authors: Emmanuel Plasschaert and Frederik Van Remoortel.
- "De kwalificatie van de overeenkomst door partijen en de beoordelingsmarge van de precies motiverende feitenrechter," ["The classification of the agreement by the parties and the margin of appreciation of the judge accurately motivating his decision"], *T.B.B.R.* 2005, n° 5, 276-277 (January 1, 2006). Author: Frederik Van Remoortel.
- "The employment agreement of executives," *IFE Seminar on executives' remuneration, Antwerp* (February 16, 2005). Author: Frederik Van Remoortel.
- "Jaarboek Sociaal Overleg: De vakbondsafvaardiging," ["Yearbook Social Consultation: Trade Union Representation"] *Kluwer* (December 2004). Author: Frederik Van Remoortel in cooperation with Emmanuel Plasschaert and Catherine Mairy.

- "Homologatie van het besluit tot verplaatsing van de zetel van een vennootschap in vereffening," ["Homologation of a decision to transfer the corporate seat of a company during a winding up procedure"], R.W. 2003-04, ed. 22, 872-873 (annotation under the Ghent Appeal Court decision dd. January 13, 2003). Author: Frederik Van Remoortel.
- "E-mail en internetgebruik in lokale besturen [E-surveillance in local governments]," *Praktisch Handboek Personeelsmanagement* (January 2, 2003). Author: Frederik Van Remoortel in cooperation with Christoph De Preter.
- "De Discriminatiewet: Een wet met een potentieel grote impact [The discrimination Act: An act with possibly an important impact]," *RABG 2003, ed. 9, 510-513* (January 2, 2003). Author: Frederik Van Remoortel.
- "De Discriminatiewet van 25 februari 2003 en de gevolgen in arbeidsverhoudingen," ["The Discrimination Act of February 25, 2003 and the consequences on labor relations"], *Het Poelaertplein, 2002-2003, n°5, p. 8* (January 1, 2003). Author: Frederik Van Remoortel.
- "Factoring," *Recht voor de Onderneming, 2e edition* (2001). Author: Frederik Van Remoortel.
- "Factoring," *Bijzondere overeenkomsten. Artikelsgewijze commentaar met overzicht van rechtspraak en rechtsleer* (1999). Author: Frederik Van Remoortel.
- "Factoring," *Advocatenpraktijk, Kluwer* (1999). Author: Frederik Van Remoortel.
- "Controle van telefoon-, internet- en e-mailgebruik binnen lokale besturen" [Monitoring of telephone, internet and e-mail use in local governments], *De Gemeente in de Praktijk* Co-Authors: Frederik Van Remoortel and Emmanuel Plasschaert.

Alerts & Newsletters

- "European TMT & Privacy Bulletin - March 2013," *Privacy Law Alert* (March 28, 2013). Contacts: Thomas De Meese, Flip Petillion, Sofie Cubitt, Jan Janssen, Karel Janssens, Frederik Van Remoortel.
- "European TMT & Privacy Bulletin - January 2013," *Privacy Law Alert* (January 22, 2013). Contacts: Thomas De Meese, Flip Petillion, Frederik Van Remoortel, Sofie Cubitt, Karel Janssens, Emmelie Wijckmans.
- "European TMT & Privacy Bulletin - July 2012," *EU TMT & Privacy Bulletin* (July 12, 2012). Contacts: Thomas De Meese, Flip Petillion, Karel Janssens, Frederik Van Remoortel.
- "European TMT & Privacy Bulletin - February 2012," *Privacy Law Alert* (February 28, 2012). Contacts: Thomas De Meese, Flip Petillion, Karel Janssens, Frederik Van Remoortel.
- "Outplacement Reminder – The employer should take the initiative," *Labor & Employment Law Alert - Europe* (November 7, 2008). Contacts: Emmanuel Plasschaert, Frederik Van Remoortel.
- "Public statements on non-recruitment of candidate employees of a foreign origin constitute direct discrimination," *Labor & Employment Law Alert - Europe* (August 8, 2008). Contacts: Emmanuel Plasschaert, Frederik Van Remoortel.
- "New Exemptions For Foreign Workers," *Labor & Employment Law Alert - Europe* (November 16, 2007). Contacts: Emmanuel Plasschaert, Frederik Van Remoortel.
- "Theft Prevention in the Workplace – Expected Changes Under Belgian Law," *Labor & Employment Law Alert - Europe* (December 5, 2006). Contacts: Emmanuel Plasschaert, Frederik Van Remoortel.

- "Dismissal on the Grounds of Sickness: Prohibited or Permitted?," *Labor & Employment Law Alert - Europe* (September 15, 2006). Contacts: Emmanuel Plasschaert, Frederik Van Remoortel.
- "New Obligations in Terms of Outplacement," *Labor & Employment Law Alert - Europe* (August 10, 2006). Contacts: Emmanuel Plasschaert, Frederik Van Remoortel.
- "Privacy, Information and Consultation of the Works Council," *Labor & Employment Law Alert - Europe* (June 30, 2006). Contacts: Emmanuel Plasschaert, Frederik Van Remoortel, Thomas P. Gies.
- "Introducing Crowell & Moring's European Labor Law Alerts," *Labor & Employment Law Alert - Europe* (June 20, 2006). Contacts: Emmanuel Plasschaert, Frederik Van Remoortel.

Press Releases

- *Legal 500 EMEA* Recommends Crowell & Moring in Seven Practice Areas and Names Three Attorneys to Elite List (Apr.01.2013)