

**Thomas Loher**  
**Partner**  
**LL.M.**

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## Areas of Practice

Corporate, Mergers & Acquisitions, Employment and Migration, Inheritance, Estate, Asset and Business Succession Planning, Family Office, Estate Administration und Executorship, Advisor to Executives and Entrepreneurs

## Expertise

Thomas Loher has been a Partner with Thouvenin Rechtsanwälte since 2006. He specializes in corporate and employment law. Thomas has many years of experience in all aspects of employment law where he advises employers and private individuals (mainly senior management). In this field, he has also substantial experience in relocation, immigration and secondment matters. His corporate practice regularly includes M&A transactions, restructurings and corporate governance questions; he is presently also board member of various Swiss companies. In addition, Thomas established a close relationship with various private clients whom he advises on a great variety of legal aspects. Traditionally, he has also a strong affinity to sports related legal issues.

Within Thouvenin Rechtsanwälte, Thomas has been Managing Partner until the end of 2021 and previously served as HR manager and CFO for many years.

## Credentials

Chambers and Partners and Best Lawyers list Thomas Loher as ranked lawyer in employment. Furthermore, Legal500 recommends him for his work in the area of corporate, commercial and M&A:

- Chambers and Partners 2022:

"Thomas Loher boasts expertise in employment disputes, transfers of undertakings and compensation schemes. He acts for employers and top-level managers. *'He is technically very sound, with lots of experience and a very good skill set,'* says one satisfied client, adding: *'He is a good and calm adviser and is also realistic.'"*

- Chambers and Partners 2021:  
 "One client enthuses: *'He is incredibly well prepared, very concise, very to the point and able to explain legal matters in layman's terms,'* and adds: *'He has a very balanced judgement and understood my position very quickly.'*"
- Chambers and Partners 2020:  
 "Interviewees say Thomas Loher comes up with *'pragmatic solutions.'* Clients laud Loher for his commercial awareness and technical knowledge."
- Chambers and Partners 2019:  
 "Thomas Loher provides *'strong subject knowledge,'* is *'very pragmatic in his approach and reviewing of options on how to proceed'* and *'very effective in negotiations with counterparts,'* commentators report. Another source states that *'he is very dynamic.'* He is experienced handling terminations, non-competition issues and employment matters relating to restructurings."
- Chambers and Partners 2018:  
 "Thomas Loher is very responsive, understands the issues well and explains matters clearly, and considers options."
- Chambers and Partners 2017:  
 "Clients describe him as a *'good listener who knew the regulations, came up with a good strategy and negotiated well.'*"
- Chambers and Partners 2016:  
 "Thomas Loher advises on the gamut of employment-related matters, including immigration. Clients praise his superior negotiation skills and note: *'His analytical skills and his great personality add up to a unique service that helps to resolve critical situations.'*"
- Chambers and Partners 2015:  
 "Interviewees say *'he is very experienced, pragmatic, a good listener and very calm; I like working with him.'*"
- Chambers and Partners 2013:  
 "Satisfied sources say that he *'has a practical approach and gives the client commercial advice they can really use.'*"
- Chambers and Partners 2012:  
 "Thomas has been *'praised for his responsive, client-oriented attitude and his holistic approach to problem-solving.'*"

## **Professional Experience**

Since 2006 Partner, Thouvenin Rechtsanwälte KLG, Zurich  
2003 - 2005 Senior Associate, Thouvenin Rechtsanwälte KLG, Zurich  
2000 - 2003 Associate, commercial law firm, Zurich  
1998 - 1999 Associate, litigation boutique law firm, Zurich  
1996 Court clerk, District Court of Zurich  
1995 - 1996 Junior Associate, commercial law firm, Zurich

## **Legal Education / Bar Admission**

2000 University of San Diego School of Law, San Diego (USA), Master of Laws In Comparative Law (LL.M.)  
1997 Admitted to the Bar (admitted to all Swiss courts)  
1994 University of Zurich, Master of Law (lic. iur.)

## **Languages**

German, English and French (read)

## **Memberships**

Swiss Bar Association  
Zurich Bar Association

## **Selected Publications**

### *Articles:*

- *Zu Recht gefragt!* – "In den Massanzug hineinwachsen", Unternehmensnachfolge, Das Ideale Heim, Februar 2022
- *Zu Recht gefragt!* – "Wer regelt, bestimmt", Das Ideale Heim, September 2020
- *Sicherheit dank vorsichtig redigiertem Arbeitsvertrag - vor allem bei internationalen Mitarbeitern*, CH-Wirtschaft, Monatszeitschrift der Handelskammer Deutschland-Schweiz, Nr. 3 / March 2011
- *Aus rechtlicher Sicht: davor, während, danach*, Wirtschaftsmagazin Nr. 11, "Koope-ration - gezielt Stärken nutzen", May 2009
- *Personenfreizügigkeit nach Schweizer Recht, Ein ausländischer-, arbeits- und steuerrechtlicher Überblick*, DACH Schriftenreihe, Bd. 27, Cologne/Zurich, 2006

- *Executive Directors' Remuneration, Report from Switzerland*, ECL (European Company Law), No. 3, April 2006
- *Die rechtliche Verpflichtung per Mausclick im Cyberspace*, Wirtschaftsmagazin Nr. 2, Im Fokus "Unternehmenserfolg dank Online-Marketing", March 2006
- *Mit der Gründung beginnt bereits die Nachfolgeregelung*, limmattal.org Wirtschaftsförderung, February 2006
- *Schaffen Sie einen Mehrwert mit klaren Verträgen*, limmattal.org Wirtschaftsförderung, January 2006
- *Lex Dossier Nachfolgeregelung: In der Regel wird zu spät gesucht*, Handelszeitung, October 2005
- *Did you ever consider...? Key Issues in a Manager's Career, Timely Involvement of Next Generation, Prevention of Taxes and Costs*, Families in Business, March/April 2005 (Co-Author)
- *The (Tax) Advantages of the Island in Europe*, Stash, January 2005 (Co-Author)

### **Selected Speaking Engagements**

- *Arbeitsrechtliche Gestaltungsmöglichkeiten Ausgewählte Fragestellungen*, several conferences "Grenzüberschreitender Personaleinsatz" of the Chamber of Commerce Germany-Switzerland, in Zurich, in the years 2018, 2017, 2016 2015, 2014, 2014, 2013, 2012 and 2011
- *Arbeitsrechtliche Gestaltungsmöglichkeiten*, conference "Private Arbeitsvermittlung und Personalverleih vom Ausland in die Schweiz" of the Chamber of Commerce Germany-Switzerland, in Zurich, September 2010
- *Arbeitsrechtliche Gestaltungsmöglichkeiten*, conference "Grenzüberschreitender Personaleinsatz – richtig gemacht!" of the Chamber of Commerce Germany-Switzerland, in Zurich, November 2008
- *Personenfreizügigkeit nach Schweizer Recht*, 35. Conference of DACH Europäische Anwaltsvereinigung, in Ljubljana, from 21 – 23. September 2006

### **Active Executive Positions**

*Haussmann Holding AG, Zurich, Switzerland*  
Member of the Board of Directors

*Metabo (Schweiz) AG, Spreitenbach, Switzerland*  
Member of the Board of Directors

*Finad AG, Zurich, Switzerland*  
Chairman of the Board of Directors

*Finad Family Office AG, Zurich, Switzerland*  
Chairman of the Board of Directors

*Emergency Switzerland Foundation, Zurich, Switzerland*  
Chairman of the Foundation Council

*Mölnlycke Health Care AG, Schlieren, Switzerland*  
Member of the Board of Directors

*INDEX Werkzeugmaschinen (Schweiz) AG, Saint-Blaise, Switzerland*  
Member of the Board of Directors

*Rietag AG Switzerland*  
Chairman of the Board of Directors