



# María Elena Barrientos

## SENIOR ASSOCIATE

### ABOUT

Maria Elena Barrientos, Senior Associate at BLP in Guatemala, brings over 15 years of experience in Labor & Employment, Global Mobility & Relocation, and Environment, Health & Safety. Maria Elena specializes in procurement processes, drafting internal policies, analysis of national and foreign legislation, labor risk assessment for mergers and acquisitions (M&A), legal audits, negotiation, and crisis management. She also teaches at universities in the labor and labor procedural areas. She joined BLP in 2023 as Special Counsel.

### EXPERIENCE

BLP advises Ocean Network Express Holdings, Ltd. (ONE) - Japan. BLP advises ONE on all aspects of the deal related to Guatemalan law (corporate, labor, immigration, regulatory, tax), utilizing BLP's capacities in all legal disciplines.

Management of Labor Contingencies for Pepsico. BLP acted as external lawyers for the client on the management of labor contingencies that arise in the companies of the Frito Lay group, Fabrica de Productos Alimenticios Rene, and PepsiCola Interamericana. Our advice lies in the early detection of labor contingencies, participation in conciliation and mediation processes of labor relations, and management of employee terminations.

### RECOGNITIONS

- Recognized as a Rising Star by The Legal 500
- Recognized among Associates to Watch by Chambers Latin America

### ASSOCIATIONS & AFFILIATIONS

- Guatemala Bar Association (CANG)
- Guatemalan Labor Association
- International Bar Association: Member

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📍 Guatemala

#### PRACTICE AREAS

- Labor & Employment
- Global Mobility & Relocation
- Environment, Health & Safety

#### ACCREDITATIONS

##### Education

- ISO 45001 Auditor certificate in Occupational Health and Safety Management Systems, 2021
- PBP Psychology and Human Resources, ESI School, 2015
- LLM – Business, Pontificia Universidad Católica de Chile, 2011
- Bachelor's degree in Social Sciences, Law and Notary Public, Universidad Rafael Landivar, 2007

#### LANGUAGES

- Spanish
- English