

Business Law **Partners.**

Randall González

PARTNER

"Randall González is a very strong, experienced senior professional. He has helped us in the most complex cases and strategies. He is a key partner for our company." Chambers and Partners" - **Chambers and Partners**

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Costa Rica

PRACTICE AREAS

• Laboral & Employment

ACCREDITATIONS

Education

• Master's Studies in Human Resources Management, Universidad Autónoma de Monterrey, (1995).

• Studies in Law from the University of Costa Rica, (1988), and the Universidad Panamericana, (1992).

ABOUT

Randall González, Partner at BLP, leads the Labor & Employment practice with over 28 years of experience. He advises companies on organizational planning and structuring, labor policies, executive compensation, and litigation. Recognized for his legal expertise and client service by Chambers and Partners, The Legal 500, and Who's Who Legal, Randall is the Director of Labor Relations for Latin America at FIDAGH. He joined BLP in 2003 and was named a partner in 2016.

EXPERIENCE

Uber operations in Central America.

BLP represents Uber Technologies in its operations and progressive incursion into the Central American market, successfully handling its affairs before public service agencies, national transportation councils, constitutional chambers, administrative jurisdictions, and other government and judicial entities in all regional countries. Uber's operating presence in Central America remains the most high-profile legal issue in the region.

Amazon Web Services (AWS) on the launch of its first operation in Central America.

The firm's services included configuration of the corporate structure, application to the Free Trade Zone system, advice on labor matters, and obtaining all licenses needed to operate in the Latin American market.

Aptean, a provider of corporate software solutions, acquires Open Systems Adaptable Solutions (OSAS).

BLP advised on labor, intellectual property, and regulatory matters during the complex acquisition of OSAS.

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EXPERIENCE

BLP advised WeWork on the configuration of its work platform in Costa Rica, including the purchase of local companies.

Aliaxis implements new regional employment policies.
BLP assisted Aliaxis in the analysis and implementation of regional employment policies that impacted more than eight countries in Latin America and the structure of the company, with hundreds of employees in the region

Discovery Land establishing its presence in Costa Rica.
BLP assisted Discovery Land, a full-service real estate development company, in establishing its presence in Costa Rica, aiding in both the creation of the corporation and its registration with Social Security and other state obligations.

Papa John's implements new regional employment policies.
BLP assisted Papa John's in the preparation, constant updating, and implementation of regional employment policies that impacted at least three countries in Latin America and the company's structure, with hundreds of employees in the region.

Regional advice Microsoft for LATAM and Caribbean.
BLP provides legal advice on labor matters, including day-to-day issues and complex matters spanning various jurisdictions.

RECOGNITIONS

- Recognized in the practice of Labor & Employment by Chambers & Partners
- Recognized as a Leading Lawyer by The Legal 500
- Recognized as a Leading Lawyer by Who's Who Legal
- Recognized as LACCA Approved by the inhouse lawyers consulted by the Latin American Corporate Counsel Association (LACCA).

LANGUAGES

- Spanish
- English

ASSOCIATIONS & AFFILIATIONS

- Federation of Human Management Associations (FIDAGH): Director of Labor Relations
- International Bar Association: Member