Julie Pasquale

Associate
LL.M., MLaw

Feldeggstrasse 4
8008 Zurich
Switzerland
T +41 44 217 93 14
julie.pasquale@pestalozzilaw.com



Julie Pasquale is an Associate in Pestalozzi's Employment & Pension and Corporate / M&A Group in Zurich.

Her practice focuses on Swiss employment law, executive compensation, occupational pension law and Swiss immigration law, complemented by corporate and commercial law matters.

She advises Swiss and international clients on domestic and cross-border employment law matters, including the drafting and negotiation of employment contracts, executive employment agreements, compensation and incentive schemes, corporate restructurings and terminations. She also advises on occupational pension matters, including pension fund arrangements and changes to pension schemes, as well as Swiss work and residence permits and the international assignment of employees to Switzerland. In domestic and cross-border M&A transactions and corporate reorganizations, she advises on employment, executive compensation and pension law aspects, including employment law due diligence and the transfer of employees.

Julie’s experience spans a broad range of industries, including industrials, construction and infrastructure, business services, technology, healthcare, pharma, financial services and consumer products.

Past and current highlights:

represented an international company in a litigation against a former employee who had misappropriated a large volume of confidential company data, including interim measures and

claims for damages;

conducted and supported internal investigations in connection with employment disputes, including allegations of misconduct, harassment and breaches of compliance rules;

advised Swiss and international companies on the termination of senior executives and board members, including the negotiation of settlement and separation agreements;

assisted multinational groups with restructurings and mass redundancies, including consultation procedures and the negotiation of social plans;

advised international companies on immigration matters, including work and residence permits, intra-group assignments and the relocation of key employees to Switzerland;

represented employers in complex employment litigation before Swiss courts, including claims relating to wrongful dismissal, bonuses and post-contractual non-compete obligations;

advised on the employment, executive compensation and pension aspects of domestic and cross-border M&A transactions, including due diligence and the transfer of employees;

advised on the design and implementation of bonus, equity and long-term incentive plans for senior management;

advised on occupational pension matters, including changes of pension funds and the pension implications of restructurings;

drafted and reviewed employment contracts, executive agreements, policies and staff regulations for clients in various industries.

Julie Pasquale graduated from the University of Basel in 2020 with a Bachelor of Law and from the University of Zurich in 2022 with a Master of Law. In the same year, she obtained an LL.M. degree as well as a Business Law Certificate from the University of California, Berkeley. Following her studies, she worked as a junior associate at a leading Swiss law firm, focusing primarily on litigation.

Career

2025	Associate at Pestalozzi Admitted to the Swiss Bar (Basel)
2023	Junior Associate at a major Swiss law firm in Zurich
2022	University of Zurich: Master of Law University of California, Berkeley, School of Law: LL.M. and Business Law Certificate Research Assistant to Prof. Dr. iur. Ruth Arnet, Chair for Private Law with a focus on Property Law, University of Zurich Teaching Assistant for tutorials in Criminal Law (General Part), for Prof. Dr. iur. Marc Thommen, University of Zurich
2020	University of Basel: Bachelor of Law Legal Intern at a Big Four company

Languages

- English
- German

Practice Areas

- Corporate / M&A
- Employment & Pensions