



**The strategic legal partner for
powering your business in Mexico**

Ricardo Morales Barrón

PARTNER

**Corporate M&A, Restructuring, Governance,
Banking & Finance, Regulatory Compliance
and Intellectual Property**

Monterrey

T.+52 (81) 2682 0300 Ext. 304

ricardo.morales@ecrubio.com

Ricardo has more than 30 years of experience and focuses his practice on Corporate-Transactional, Mergers & Acquisitions, Corporate Governance & Regulatory Compliance, Banking and Finance, credit restructures and Intellectual Property. During his development as an attorney, he has participated in several global transactional matters that are leaders in diverse sectors. Ricardo's character is defined by his broad leadership, humanity, extensive experience, and professional trajectory.

Education

- University of Illinois College of Law, Champaign, Illinois; Master of Laws (LL.M), Corporate and Business Law (Chicago, Illinois, United States of America 2000)
- Universidad de Monterrey College of Law; Attorney-at-Law (JD equivalent) (Monterrey, Mexico 1998)
- University of Illinois, Champaign, Illinois; Intensive English Institute (Chicago, Illinois, United States of America 2000).

Relevant Matters

- Strategy and execution on the closure of a retail company, including multiple stores in Mexico and the termination of more than 1,000 employees.
- General advice on labor compliance to technology giant.
- Closure of manufacturing plant with more than 3,000 employees.
- Transfer of financial institution including the employer substitution of more than 1,000 employees.
- Analysis of the Collective Bargaining Agreement and Annexes of automotive industry manufacturer, as well as draft and discussion of collective strategy for union negotiation.
- Labor audit to company in the food sector, including its 6 Mexican plants.
- Labor audit to energy sector company.
- Labor reorganization of manufacturing plan including the strategy and execution of employer substitution of more than 40,000 employees.
- Reorganization to comply with labor reform on subcontracting of more than 30 companies, including companies in the automotive, energy, textile and services industries, among others.

Publications and Presentations

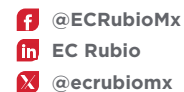
- Co-author of the article “Rights and Obligations of Shareholders”, published by Baker & McKenzie in its magazine “Acquiring Businesses in Mexico”.
- Co-author of the article “Foreign Investment Restrictions and Requirements”, published by Baker & McKenzie in its magazine “Acquiring Businesses in Mexico”.
- Contributor to the article “Protecting Minority Interests in Mexico”, published by the World Bank in its magazine “Doing Business”.
- Speaker at seminars related to Doing Business in Mexico both in Mexico and abroad.

Recognitions and Memberships

- Best Lawyers® in Mexico, Corporate and Mergers and Acquisitions Law (2021 through 2024)

Languages

Spanish and English



@ECRubioMx

EC Rubio

@ecrubiomx

www.ecrubio.com

