Peter Gumnior

Of Counsel

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Frankfurt



Peter Gumnior is an of counsel in the Frankfurt office of Gibson Dunn and a member of the Labor and Employment Practice Group.

As a certified lawyer for labor law, Peter advises national and international clients on all matters of individual and collective labor law. He represents private equity funds and companies in connection with M&A-related projects, business transfers, restructurings, company pension issues, and remuneration schemes. He particularly focuses on advising domestic and foreign financial institutions in connection with the Remuneration Ordinance for Institutions. He also has extensive experience in negotiating reconciliations of interests and social plans as well as in drafting employment and termination agreements for executives and board members. Furthermore, he represents his clients before labor courts throughout Germany.

Handelsblatt / The Best Lawyers™ 2026/2027 have recognized him among Germany's best lawyers for Labor and Employment Law for the sixth consecutive year and for Employee Benefits Law. *The Legal 500 Deutschland* and *The Legal 500 EMEA* 2025 recommend Peter for Employment law.

His experience includes advising*:

- Commerzbank on the sale of a business division to the French bank Société Général
- Several major banks extensively in connection with questions of structuring remuneration systems in accordance with the Remuneration Ordinance for Institutions (IVV)
- Several companies on the closure of business operations in Germany, including negotiations on a reconciliation of interests and social plan, mass dismissal notification, and processing of legal disputes in court
- First State Investments on the acquisition of Vopak Dupeg Terminal Hamburg GmbH (share deal) as well as in connection with management contracts and group-wide employee transfers
- Two major Anglo-American international banks on cross-border employee transfers, reorganisation measures, operational changes, works council matters, reconciliation of interests, structuring of remuneration systems in accordance with the Remuneration Ordinance for Institutions (IVV), company pension schemes and drafting employment contracts
- Hella GmbH & Co. KGaA on the sale of a business division to the Volkswagen subsidiary Car.Software Org (asset deal)
- Aicuris Anti?infective Cures shareholders on the sale to Asahi Kasei, through its subsidiary Veloxis Pharmaceuticals

Capabilities

Labor and Employment

Executive Compensation and Employee Benefits

Mergers and Acquisitions

Private Equity

Credentials

Education

Goethe University Frankfurt - 2006 Dr. jur.

Goethe University Frankfurt - 2002 Law Degree

Admissions

Germany - Rechtsanwalt

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- McKesson on the joint venture agreement with Walgreens Boots Alliance
- MV Werften and their shareholders, the Genting Group, on the bridge loan from the German government's Economic Stabilisation Fund

Prior to joining Gibson Dunn, Peter worked at a renowned international law firm as Counsel. He studied law at the Johann-Wolfgang-Goethe University, Frankfurt, from where he also obtained his doctor's degree in 2006. He has been admitted as a German lawyer (*Rechtsanwalt*) since 2007 and as a certified lawyer for labor law since 2011. Peter regularly publishes on labor law matters. In addition to his native German, Peter is fluent in English.

**Includes experience prior to joining Gibson Dunn*

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