

Annie Villanueva Jeffers

Skadden

Partner, New York and Palo Alto

Labor and Employment Law; Artificial Intelligence



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Education

J.D., Harvard Law School, 2012
B.S., Cornell University, 2009

Bar Admissions

California
New York
U.S. District Court for the
Northern District of California

Associations

Board Member, Legal Aid at Work

Annie Villanueva Jeffers counsels clients on a broad range of employment matters, including employment-related issues arising out of U.S. and multinational corporate transactions, executive employment agreements, restrictive covenant agreements, reductions-in-force, discrimination charges and lawsuits, collective bargaining agreements and internal investigations. She also advises public and private companies, as well as individual senior executives, on matters relating to race and gender discrimination, breaches of noncompete and non-solicitation agreements, separation and release agreements, settlement agreements, workplace culture, retaliation and wrongful termination.

Ms. Villanueva was selected to *Bloomberg Law*'s 2023 edition of its They've Got Next 40 Under 40 list, named by *Law360* as a 2023 national Rising Star in Employment and listed among the Lawdragon 500 Leading Corporate Employment Lawyers in 2024. In addition, the *Daily Journal* recognized her as a Top Labor and Employment Lawyer in 2023 and 2024, a Top Woman Lawyer in 2023 and one of its Top 40 Under 40 in 2022.

Ms. Villanueva's representative matters include:

- Activision Blizzard Inc. in its \$75 billion acquisition by Microsoft Corporation
- Elon Musk in his \$44 billion acquisition of Twitter, Inc.
- Broadcom Corporation in its \$37 billion sale to Avago Technologies Limited. Ms. Villanueva was a key member of the deal team recognized by the *Daily Journal* with a California Lawyer Attorneys of the Year (CLAY) award for innovative lawyering
- Coherent in its initially announced \$5.7 billion sale to Lumentum, followed by Coherent's subsequent responses to competing acquisition proposals from MKS Instruments, II-VI and Lumentum in a three-party bidding war culminating in Coherent's \$7.1 billion sale to II-VI
- BuzzFeed in its acquisition of HuffPost
- FaZe Clan Inc. in its merger with B. Riley Principal 150 Merger Corp. at an equity value of \$1 billion
- Visa Inc. in its proposed but terminated \$5.3 billion acquisition of Plaid Inc.
- Cavium, Inc. in its \$6 billion acquisition by Marvell Technology Group Ltd.
- Xilinx, Inc. in its \$49 billion acquisition by Advanced Micro Devices, Inc.
- Intel Corporation in its \$15.3 billion acquisition of Mobileye, N.V. Ms. Villanueva was a member of the deal team recognized by the *Daily Journal* with a CLAY award for this matter; its proposed but terminated \$5.4 billion acquisition of Tower Semiconductor; its \$4.2 billion spin-off and joint venture with TPG Capital, L.P. to form the independent cybersecurity company McAfee; in its sale of Wind River Systems, Inc. to TPG Capital, L.P.; \$1 billion sale of its smartphone modem business to Apple Inc. and its \$150 million sale of its home gateway platform division to MaxLinear, Inc.
- PayPal Holdings, Inc. in its \$4 billion acquisition of Honey Science Corporation; \$400 million acquisition of Hyperwallet Systems Inc.; its \$2.2 billion acquisition of iZettle AB; and its acquisition of an artificial intelligence technology company
- Netflix, Inc. in its acquisitions of Animal Logic and Scanline VFX
- Viking Cruises, Ltd. in its \$500 million investment from TPG Capital, L.P. and Canada Pension Plan Investment Board

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- Silver Lake Partners in its acquisition of a majority stake in ServiceMax, Inc. from GE Digital LLC
- Bytedance (the parent company of TikTok) in a variety of employment counseling matters
- Spotify Technology S.A. in its acquisitions of Loudr.fm and Cutler Media, LLC
- Wells Fargo Bank, N.A. in connection with the \$1.2 billion carve-out sale of its Institutional Retirement & Trust business to an affiliate of Principal Financial Group, Inc.
- The Middleby Corporation in connection with more than 25 matters, including its \$380 million acquisition of Viking Range Corporation; its \$1 billion acquisition of Taylor Company from UTC Climate, Controls & Security; its acquisition of Lynx Grills, Inc. from Century Park Capital Partners, LLC; and its acquisitions of Follett Corporation, CVP Systems, Inc., Globe Food Equipment Company, Burford Corporation and Hinds-Bock Corporation

Ms. Villanueva frequently writes and presents on developing issues in labor and employment law, including equal pay audits, gender pay gap disclosure issues and employee speech within and outside of the workplace. She is the editor of the Labor and Employment Law Group's *Employment Flash* publication. She also has published labor and employment-related articles in several magazines, journals and internal publications, including *Risk & Compliance*, *New York Law Journal* and Skadden's *Insights* publication.

She has been a member of Skadden's LatinX Affinity Network and Women's Initiatives Network since she joined the firm in 2012. She is a member of the Palo Alto office's Diversity and Hiring committees and Women's Initiatives Network Steering Committee. She also serves as a member of the firm's Global LatinX Steering Committee.

Publications

"The Use of Artificial Intelligence in the Workplace," *Daily Journal*, August 2, 2023

"AI and the Workplace: Employment Considerations," *Skadden Insights*, June 2023

"The FTC's Plan To Limit Noncompetes Could Pose an Array of Practical Problems," *Skadden, Arps, Slate, Meagher & Flom LLP*, Spring 2023

"Ninth Circuit Blocks California's Ban on Mandatory Arbitration Agreements," *Skadden, Arps, Slate, Meagher & Flom LLP*, February 16, 2023

"FTC Proposes Broad Ban on Worker Noncompete Clauses," *Skadden, Arps, Slate, Meagher & Flom LLP*, January 9, 2023

"Reductions in Force: Legal Do's and Don'ts," *Skadden Insights*, December 2022

"Every Move You Make: When Monitoring Employees Gives Rise to Legal Risks," *Skadden Insights*, September 2022

"California Lawmakers Eyeing Greater Pay Transparency," *Daily Journal*, September 6, 2022

"Winning the War for Talent: It's the Board's Responsibility, Too," *Skadden Insights*, June 2022

"Status of Recent Federal and NYC Workplace Vaccination and Testing Mandates," *Skadden, Arps, Slate, Meagher & Flom LLP*, January 3, 2022

"Return-to-Office Update and Considerations for Employers," *Skadden, Arps, Slate, Meagher & Flom LLP*, September 28, 2021

Skadden's *Employment Flash*, Recurring publication

Presentations

Panelist, "AI & the Workplace: IP, Employment and Privacy Considerations," Skadden, Arps, Slate, Meagher & Flom LLP, June 1, 2023

Panelist, "Workplace Culture, Civil Rights and Proxy Disclosure Issues," Skadden, Arps, Slate, Meagher & Flom LLP, February 16, 2023

Panelist, Apollo Sustainability & ESG Conference, October 17-19, 2022

Panelist, "Returning to the Workplace: Legal Considerations for Employers," Skadden, Arps, Slate, Meagher & Flom LLP, July 29, 2021

Panelist, "Return-to-the-Workplace Considerations," Lawline, June 15, 2021

Panelist, "Key Trends in Executive Compensation, Employment Law and Compensation Committee Practices," Skadden, Arps, Slate, Meagher & Flom LLP, February 1, 2022, January 27, 2021, January 29, 2020 and February 5, 2019

Panelist, "Diversity and Inclusion Technology Summit," Intel Corporation and Skadden, Arps, Slate, Meagher & Flom LLP, September 22, 2020

Panelist, "COVID-19: Key Considerations for Developing Reopening Strategies," Lawline, August 18, 2020

Panelist, "COVID-19: Employment and Cybersecurity Considerations," Skadden, Arps, Slate, Meagher & Flom LLP, March 17, 2020

Panelist, "From Silicon Valley to Silicon Beach: An Overview of the California Legal Market," Harvard Law School West Coast Club, February 13, 2020

Panelist, "Hot Topics in Labor and Employment Law," U.C. Berkeley Law School, March 11, 2019

Panelist, "When Employees Go Viral: Speech Within and Outside of the Workplace," various presentations, 2017-18