

## Naomi Seddon

Shareholder

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## Focus Areas

Immigration and Global Mobility  
International Employment Law  
Discrimination and Harassment  
Unfair Competition and Trade Secrets  
Arbitration

## Overview

Licensed to practice law in Australia, New Zealand and the United States, Naomi Seddon has experience in providing global employment solutions for companies with operations across Australia, its neighboring countries, and the U. S. She regularly advises companies on matters such as:

- The transfer of employees between countries
- Managing risk and compliance
- International employment agreements
- Benefits and compensation
- Local labor, union and employment issues
- Immigration
- Employment taxes
- Global policies
- Company restructuring and down-sizing
- Employment litigation

Naomi has appeared before federal and state courts in Australia, New Zealand and the United States on matters ranging from employee termination disputes, contract law, retrenchments, post-employment restraint and breach of employer

confidential information issues, wage and hour disputes, union disputes and discrimination and harassment matters. She has advised and acted on behalf of employers of varying size, across many industries and countries.

In addition to Naomi's international employment law experience, her experience working at both employer and employee representative firms, and advising in matters for and against union and employer groups, provides her a unique perspective to advise her clients.

Naomi has extensive alternative dispute resolution experience. Naomi has bachelor and master of law degrees and has completed post graduate studies in legal practice.

## Professional and Community Affiliations

- Member, Law Institute of Victoria, Australia
- Member, American Australian Association
- Member, Women Lawyers Association of Los Angeles
- Member, Advance, Australia
- Member, Luminary Circle - Step Up Women's Network
- Member, Migration Institute of Australia
- Barrister and Solicitor, High Court of New Zealand, 2017

## Recognition

- Named, Recommended Lawyer, Workplace and Employment Counseling, *Legal 500 United States*, 2016

## Education

LL.M., Monash University, AU, 2009

LL.B., Deakin University, AU, 2004

## Bar Admissions

California

Australia

New Zealand

## Courts

U.S. District Court, Central District of California

Supreme Court of Victoria

Federal Court of Australia

High Court of New Zealand

## **Publications & Press**

### **Little Global Guide - Australia - Q3 2023**

*Little Global Guide Quarterly*

October 17, 2023

### **Little Expands Asia-Pacific Capabilities with Addition of Korea, Hong Kong and Malaysia-Qualified Lawyers to APAC Regional Office in Singapore**

*Little Press Release*

October 16, 2023

### **Women's World Cup 2023 – Equal Pay for Women in and Out of Sports**

*Little Insight*

August 4, 2023

### **Little Global Guide - Australia - Q2 2023**

*Little Global Guide Quarterly*

July 21, 2023

### **Little Global Guide - Australia - Q1 2023**

*Little Global Guide Quarterly*

April 12, 2023

### **What legal issues arise when implementing global policies around women's health and fertility?**

*Little 2 the Point Video*

March 14, 2023

### **Australia Takes Steps to Address Pay Secrecy and Gender Pay Gap**

*Little ASAP*

February 15, 2023

### **Little Global Guide - Australia - Q4 2022**

*Little Global Guide Quarterly*

January 26, 2023

### **Australia: Amendments to Professional Employees Award 2020 Will Require Overtime Pay and Penalty Rates for Engineers, IT Professionals and Scientists**

*Little ASAP*

January 26, 2023

**Little World Cup Matchups Part 5: Whistleblower Protections**

*Little Insight*

December 2, 2022

**Little World Cup Matchups Part 2: Short-Term Sick Pay**

*Little Insight*

November 18, 2022

**Little World Cup Matchups Part 1: Paid Vacation and Annual Leave**

*Little Insight*

November 17, 2022

**Little Global Guide - Australia - Q3 2022**

*Little Global Guide Quarterly*

October 25, 2022

**Little Global Guide - Australia - Q1 2022**

*Little Global Guide Quarterly*

April 18, 2022

**Little Global Guide - Australia - Q4 2021**

*Little Global Guide Quarterly*

January 19, 2022

**Little Global Guide - Australia - Q2 2021**

*Little Global Guide Quarterly*

July 19, 2021

**Little Global Guide - Australia - Q4 2020**

*Little Global Guide Quarterly*

February 26, 2021

**Little Global Guide - Australia - Q3 2020**

*Little Global Guide Quarterly*

October 22, 2020

**Little Global Guide - Australia - Q2 2020**

*Little Global Guide Quarterly*

July 23, 2020

**Little Global Guide - New Zealand - Q2 2020**

*Little Global Guide Quarterly*

July 23, 2020

**Little Global Guide - Australia - Q1 2020**

*Little Global Guide Quarterly*

April 15, 2020

**AUSTRALIA: COVID-19 (Coronavirus) – Employer FAQs**

*Little Insight*

March 10, 2020

**Little Global Guide - Australia - Q4 2019**

*Little Global Guide Quarterly*

January 22, 2020

**Little Global Guide - Australia - Q3 2019**

*Little Global Guide Quarterly*

October 16, 2019

**Little Global Guide - New Zealand - Q2 2019**

*Little Global Guide Quarterly*

July 17, 2019

**Little Global Guide - Australia - Q2 2019**

*Little Global Guide Quarterly*

July 17, 2019

**Australia: When Does the Use of Workplace Biometrics Violate the Privacy Act?**

*SHRM Online*

May 7, 2019

**New Zealand: Critical Employment Law Changes**

*Little ASAP*

May 6, 2019

**Little Global Guide - Australia - Q1 2019**

*Little Global Guide Quarterly*

April 15, 2019

**New Zealand Privacy Bill Would Add Authorization and Data Breach Notification Requirements**

*Little ASAP*

February 14, 2019

**Little Global Guide - Australia - Q4 2018**

*Little Global Guide Quarterly*

January 16, 2019

**Australia Updates Catastrophic Injury Regulations, Affecting Workers' Compensation Procedures**

*Little ASAP*

December 10, 2018

**Australia Passes Law Requiring Large Companies to Report on Modern Slavery**

*Little Insight*

December 4, 2018

**Victoria, Australia Amends Long Service Leave Laws as of November 1, 2018**

*Little ASAP*

October 31, 2018

**New Zealand Moves to Streamline Procedure for Employee Equal Pay Claims**

*Little ASAP*

October 29, 2018

**Little Global Guide - Australia - Q3 2018**

*Little Global Guide Quarterly*

October 11, 2018

**Little Global Guide - Australia - Q2 2018**

*Little Global Guide Quarterly*

July 20, 2018

**Australia: New South Wales Introduces Law Requiring Companies to Report on Modern Slavery**

*Little Insight*

July 13, 2018

**Little Global Guide - Australia - Q1 2018**

*Little Global Guide Quarterly*

April 23, 2018

**Proposed Act Seeks to Require Large Companies Operating in Australia to Report on Modern Slavery**

*Littleter Insight*

February 6, 2018

**Littleter Global Guide - Australia - Q4 2017**

*Littleter Global Guide Quarterly*

January 19, 2018

**Littleter Global Guide - Australia - Q1 2017**

*Littleter Global Guide Quarterly*

March 31, 2017

**Littleter Ranks in The Legal 500 United States Guide**

*Littleter Press Release*

June 20, 2016

**Australia: Federal Court Clarifies Rate Employers Must Pay for Untaken Annual Leave on Termination**

*Littleter ASAP*

August 10, 2015

**Littleter Names Naomi Sheridan Shareholder**

*Littleter Press Release*

August 3, 2015

**Australia: Government Seeks to Redefine Parameters of Paid Parental Leave Entitlements to Prevent Employee "Double-Dipping"**

*Littleter ASAP*

July 9, 2015

**Australia: Tribunal Defines "Place of Work" for Off-Duty Misconduct Purposes, Finds Unfair Dismissal Due to Procedurally Defective Investigation**

*Littleter ASAP*

July 8, 2015

**Australia: Significant Change in Determining Employee Access to Unfair Dismissal Claims**

*Littleter ASAP*

July 7, 2015

**Australia: Tax Changes on the Horizon for Expatriates Working in Australia**

*Littleter ASAP*

June 10, 2015

**Australia: Get Set For a 2.5% Increase to Minimum Wages Effective July 1, 2015**

*Little ASAP*

June 8, 2015

**Australia: Employment Status of Foreign Workers in Australia's Offshore Sector is in Flux Yet Again**

*Little ASAP*

April 1, 2015

**Bridging the Gap Between Australia and the United States**

*Advance*

February 26, 2015

**Asking Questions that Relate to the Diversity or Sensitive Personal Information of a Job Applicant or Employee May Be a Breach of Australia's Discrimination and Privacy Laws**

*Little ASAP*

December 24, 2014

**E-3 Visas: Immigrating from Australia**

*Society For Human Resource Management (SHRM)*

December 10, 2014

**Australia: What Employers with Australian Operations Should Know about Extension of Australia's Employment Laws Outside its Exclusive Economic Zone**

*Little ASAP*

November 25, 2014

**Australian Supreme Court Decision Holds Important Lesson for Companies with Australian Operations Regarding Use of Post-Employment Restraints**

*Little ASAP*

February 12, 2014

**Australia Beefs Up Its Anti-Bullying Laws**

*Little ASAP*

January 23, 2014

**The 2012 Global Employer: Highlights of Littler's Fifth Annual Global Employer Institute**

*Little Report*

February 21, 2013



**Making a move into the Australian or US market: Important employment law tips to consider**

*100 Cups of Coffee*

February 18, 2013

**Speaking Engagements**

**Wellness and Morale for Women: Working Together Beyond the Taboo**

Littler Executive Employer Conference

May 6, 2022

**International Women's Day – Supporting Women's Health in the Workplace**

March 8, 2022

**So, You Think You Are Ready for Global Inclusion, Equity and Diversity. What Now?**

February 17, 2022

**So, You Think You Are Ready for Global Inclusion, Equity and Diversity. What Now?**

February 16, 2022

**FAQs: COVID-19 Vaccinations in the APAC Region**

November 23, 2021

**Is Your Company Ready for Diversity, Equity, and Inclusion?**

July 29, 2021

**Is Your Company Ready for Diversity, Equity, and Inclusion?**

July 28, 2021

**Asia Pacific Regional Outlook 2021**

February 4, 2021

**Asia Pacific Regional Outlook 2021**

February 3, 2021

**Modern Workplaces and Employee Benefits: A Discussion of Fertility and Family-Planning Issues in the Workplace**

November 24, 2020

**U.S. Market Entry Series - Queensland**

The Gold Coast Innovation Hub, Robina

March 28, 2019

**U.S. Market Entry Series - Brisbane**

Fishburners, Brisbane

March 27, 2019

**U.S. Market Entry Series - Adelaide**

The Atrium, Unley, SA

March 25, 2019

**Modern Awards Roundtable - Glebe**

Polyglot Group, Glebe

March 21, 2019

**U.S Market Entry Series - Glebe**

Polyglot Group, Glebe

March 21, 2019

**Modern Awards Roundtable - Melbourne**

American Chamber of Commerce in Australia, Melbourne VIC

March 18, 2019

**The Global Era of the Woman: An In-Depth Discussion of Female Issues in the Workplace and What Employers Can Do to Move Ahead of the Curve**

Investment Centre Victoria, Melbourne, VIC

March 18, 2019

**U.S Market Entry Series - Perth**

Perth, Australia

March 15, 2019

**International #MeToo, #StandUp and Transformative Technologies in the Workplace**

Seattle, WA

December 4, 2018

**#MeToo, #StandUp and Transformative Technologies in the Workplace**

San Francisco, CA

September 13, 2018

**International Employment & Labor Law Roundtable**

Los Angeles, CA

September 12, 2018

**Preparing for Stage 2 Global Growth or a Business Sale**

June 9, 2017

**Preparing for Stage 2 Global Growth or a Business Sale**

June 8, 2017

**Preparing for Stage 2 Global Growth or a Business Sale**

June 6, 2017

**Managing Employees Across Borders; Managing Cultural Differences, Global Investigations and Compliance, Hiring & Terminations**

May 31, 2017

**Entering New Markets: Tips and Tricks of Global Expansion**

May 11, 2017

**Looking to Expand Your Business into Australia?**

Australian Trade and Investment Commission Australia House Strand, London WC2B 4LA, UK

April 26, 2017

**Attracting Global Talent and Structuring Expat Compensation Packages**

April 7, 2017

**Attracting Global Talent and Structuring Expat Compensation Packages**

April 6, 2017

**Attracting Global Talent and Structuring Expat Compensation Packages**

April 4, 2017

**Expanding into the U.S.? The Tips, Tricks and Pitfalls of U.S. Market Entry**

February 24, 2017

**Expanding into the U.S.? The Tips, Tricks and Pitfalls of U.S. Market Entry**

February 23, 2017

**U.S. Market Entry Series - Melbourne**

State Government of Victoria Level 4655 Collins Street Melbourne 3000

October 28, 2015

**U.S. Market Entry Series - Sydney**

NSW Trade & Investment Centre MLC Centre, Level 4719 Martin Place Sydney, 2000

October 22, 2015

**U.S. Market Entry Series - Adelaide**

Business SA136 Greenhill Road Unley, South Australia 5061

October 19, 2015

**U.S. Market Entry Series - Brisbane**

Trade & Investment Queensland, Level 3400 George Street Brisbane, Queensland 4000

October 15, 2015

**Managing Across Borders**

Seattle, WA

September 17, 2015

**APAC Market Entry**

Los Angeles, CA

September 10, 2015

**Global Compliance & Cross-Border Investigations: Strategies for Enforcement and Risk Management**

June 17, 2015

**Business Visas**

2015 CPD Immigration Law Conference - Law Council of Australia, Melbourne, Australia

March 19, 2015

**Global Mobility Solutions: Managing Expats through the Maze of Immigration, Compensation and Benefits Regulations**

Littler Mendelson, Miami, FL

March 5, 2015

**Labor Market and Global Mobility**

Rio de Janeiro, Brazil

February 27, 2015

**Navigating the Challenges of Enforcing Non-Compete Agreements Globally**

January 26, 2015

**Working in the Southern Hemisphere: Employment in Australia, New Zealand and South Africa**

Professionals in Human Resources Association (PIHRA), Anaheim, CA

August 27, 2014

**The Remote Worker: Managing the Telecommuting, Flexible & Road Warrior Employee**

Littler Mendelson, Phoenix, AZ

May 8, 2014

**The Challenge of the Global Employee: Managing Ex-Pats and Navigating the Maze of Global Migration Requirements**

Littler Mendelson, Phoenix, AZ

May 8, 2014

**Australia – US Cross-Border Issues for Companies Who Are Operating or Looking to Operate in Both Countries**

New York, NY

September 19, 2013

**Australia – US Cross-Border Issues for Companies Who Are Operating or Looking to Operate in Both Countries**

Los Angeles, CA

September 17, 2013

**Important Employment Law Tips to Consider**

Professionals in Human Resources Association (PIHRA)

August 28, 2013

**Employee Conflict of Interest and Restraint of Trade Issues**

Australian Employment Law Conference

October 2011