

## Trent M. Sutton

Shareholder

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## Focus Areas

International Employment Law  
Discrimination and Harassment  
Training - Compliance, Ethics, Leadership  
Policies, Procedures and Handbooks

## Overview

Trent Sutton, an international employment attorney, helps multinational employers navigate and comply with the widely different employment obligations around the globe. Trent uses his experience, Littler's broad international platform, and his own extensive network to provide strategic human resources and employment advice on a regional and global scale. Trent's experience living in multiple countries in Asia gives him particular insight to the local customs, laws, and expectations of employers and employees in the Asia Pacific (APAC) region.

- **Global Point of Contact.** Trent has many years' experience serving as a Global Point of Contact for Asia Pacific corporations with employment needs in the Americas and Europe, as well as American companies with employment needs in APAC. As the Global Point of Contact, Trent provides strategic employment advice on a regional and global scale, manages multinational human resource initiatives, and connects clients with local counsel to facilitate their needs. Trent's experience as a Global Point of Contact includes Fortune 100 Asia-based companies with operations in the US or globally, as well as Fortune 500 companies in the US with operations in Asia.
- **Employment Compliance Advice.** Trent regularly advises on employment compliance issues, including terminations, investigations, discrimination and harassment claims, litigation, handbook and policy updates, and leave and wage issues. When needed, Trent assembles a team of attorneys across the globe to manage a client's needs, and covers the full range of employment matters from employee handbooks and policies to disability leave, and executive compensation.

- **Global Transfers and Mobility.** Trent supports employers with their mobile workforces. He regularly assesses his clients' international transfer guidelines and practices; advises on the best approach to an employee traveling across borders; and drafts and/or updates the documentation necessary for secondments (long term and/or short term), transfers, localizations, and other mobility matters.
- **Global Expansion and Workforce Restructuring.** Trent assists companies with the employment aspects of their expansion internationally and/or their restructuring efforts that cross national boundaries. Trent uses a top-down approach to such initiatives to ensure consistency and efficiency and involves local licensed counsel to ensure compliance and on-the-ground support for compensation, selection, union and labor negotiations, and other needs.
- **Management and HR Training.** Trent is a sought-after trainer with highly positive feedback on numerous employment topics. He has trained hundreds of human resources, business and legal professionals on topics including employee engagement, change management, labor and union relations, and harassment and discrimination; as well as expatriate managers on harassment prevention, wage and hour compliance, documenting employee performance, handling employee complaints, interviewing applicants, bullying; and employees on sexual harassment laws, the importance of diversity and avoiding unconscious bias, and other human resource compliance issues.

*\*Not licensed to practice law in Singapore or appear in local courts. The firm will continue to partner with local firms to service clients on matters related to Singapore law.*

## Professional and Community Affiliations

- Member, International Law and Labor and Employment sections, State Bar of California
- Member, International Law and Labor and Employment sections, New York State Bar Association
- Member, International Law and Labor and Employment sections, Utah State Bar
- Member and Former Vice Chair, Employment & Immigration Committee, Inter-Pacific Bar Association (IPBA)

## Recognition

- Named, Super Lawyer, Upstate New York, *Super Lawyers*, 2013-2018
- Named, Attorneys of the Year, Leader in Law, *The Daily Record*, 2018
- Named, Who's Who Legal: Labour, Employment & Benefits, 2018, 2020

## Education

J.D., Brigham Young University, 2003, *cum laude*

M.P.A., Syracuse University

B.A., Brigham Young University

## Bar Admissions

New York

California

Utah

## Courts

U.S. Court of Appeals, 2nd Circuit

U.S. Court of Appeals, 10th Circuit

U.S. District Court, Western District of New York

U.S. District Court, Northern District of New York

U.S. District Court, District of Utah

## Languages

Korean

## Publications & Press

### **Five Key Questions to Formulate a Top-Down Strategy for APAC Layoffs**

*ACC Docket*

January 3, 2022

### **COVID-19: APAC Lockdown Restrictions (December Update)**

*Littler Report*

December 29, 2021

### **Littler Global Guide - India - Q2 2021**

*Littler Global Guide Quarterly*

July 19, 2021

### **Littler's APAC Employment & Labor Law 2021 Series: Remote Workers in Asia versus Latin America**

*Littler Podcast*

March 11, 2021

**Littler’s APAC Employment & Labor Law 2021 Series: Asia’s Focus on LATAM and Putting Workers On the Ground**

*Littler Podcast*

March 9, 2021

**Littler’s APAC Employment & Labor Law 2021 Series: Japan, 6-month Review of the New Anti-bullying Rules**

*Littler Podcast*

February 1, 2021

**Littler’s APAC Employment & Labor Law 2021: China, The New Civil Code and Personal Privacy at the Workplace**

*Littler Podcast*

January 25, 2021

**South Korean Workplaces Grapple with COVID-19**

*SHRM Online*

June 10, 2020

**Lessons from Asia in Unlocking Lockdown**

*People Management*

May 21, 2020

**What Asia’s COVID-19 Experience Suggests for the West’s Return to Work**

*Corporate Counsel*

May 14, 2020

**Returning to Work: Some Lessons from Asia – ##### – #####**

*Littler Insight*

April 28, 2020

**The Next Normal: A Littler Insight on Returning to Work – Some Lessons from Asia**

*Littler Insight*

April 27, 2020

**SOUTH KOREA: COVID-19 (Coronavirus) – Employer FAQs**

*Littler Insight*

March 23, 2020

**Coronavirus: What are an Employer’s Obligations in Various Asian Countries?**

*Littler Insight*

February 11, 2020

**The Coronavirus: Specific Issues for the Chinese Workforce**

*Littler ASAP*

January 31, 2020

**Littler Lightbulb: Highlighting Recent Developments in the Asia Pacific Region**

*Littler Insight*

December 4, 2019

**Littler Expands into Asia with Singapore Office**

*Littler Press Release*

November 12, 2019

**Littler Celebrates 10 Years in Rochester**

*Littler Press Release*

October 29, 2019

**Littler Shareholder Jacqueline Phipps Polito Appointed Rochester Office Managing Shareholder**

*Littler Press Release*

August 1, 2019

**Significant Changes to Japan's Labor Laws Take Effect**

*SHRM Online*

March 27, 2019

**Significant Changes to Japan's Labor Laws Will Take Effect in April 2019: Are You Prepared?**

*Littler Insight*

February 12, 2019

**Littler's Maggie Clemens and Trent Sutton Named Attorneys of the Year**

*Littler Press Release*

November 12, 2018

**India: Recent Developments Will Affect Diversity in the Workplace**

*SHRM Online*

October 5, 2018

**Key Recent Developments in Indian Employment Law Impacting Diversity in the Workplace**

*Littler Insight*

September 24, 2018

**Attorneys: More Sexual Harassment Protections for Employees on the Way**

*Democrat & Chronicle*

June 24, 2018

**Littler Attorneys Named in 2018 Who's Who Legal Labour, Employment & Benefits Guide**

*Littler Press Release*

June 5, 2018

**Are You Ready For April 1, 2018 in Japan? Employees on a Fixed-Term Contract Exceeding 5 Years Will Be Able to Convert Their Employment to an Open-Ended Term**

*Littler ASAP*

March 7, 2018

**Employee Discipline for Anti-Corruption Issues: Due Process for a Just and Effective System**

*The Anti-Corruption Report*

November 29, 2017

**Employee Discipline for Anti-Corruption Issues: Investigation and Documentation to Smooth the Discipline Process**

*The Anti-Corruption Report*

November 15, 2017

**Employee Discipline for Anti-Corruption Issues: Predictability and Consistency in the Face of Inconsistent Laws**

*The Anti-Corruption Report*

November 1, 2017

**Balancing Employment Law Considerations During Corruption Investigations**

*The Anti-Corruption Report*

September 20, 2017

**Amendment to Japan's Omnibus Data Protection Law Means New Compliance Requirements for U.S. Multinational Employers With Operations in Japan**

*Littler Insight*

July 5, 2017

**Potential Impact of Trans-Pacific Partnership on Employment**

*New York Law Journal*

February 5, 2016

**Don't Get Lost in the Weeds: Medical Marijuana is Now Legal in New York**

*Littler Insight*

January 29, 2016

**California Consumer Protection Suits Raise Labor Violations in Global Supply Chains**

*American Bar Association International Labor & Employment Law Committee Newsletter*

January 1, 2016

**Japan: Amendment to Worker Dispatch Act**

*Littler Insight*

December 8, 2015

**Newly Released Text of Trans-Pacific Partnership Sheds Light on Potential Labor Law Requirements**

*American Bar Association International Labor & Employment Law Committee Newsletter*

November 1, 2015

**In Canada, Foreign Workers Seek to Use International Norms as the Standard of Care in Negligence Claims Against Multinationals Operating Overseas**

*Littler Insight*

September 16, 2015

**Foreign Workers Seek to Use International Norms as the Standard of Care in Negligence Claims Against Multinationals Operating Overseas**

*ABA International Employment Law Newsletter*

August 1, 2015

**Federal Agencies Enter into and Renew Collaborative Agreements with Foreign Jurisdiction to Help Migrant Workers Know Their Employment Rights in the United States**

*American Bar Association International Labor and Employment Law Committee Newsletter*

July 1, 2015

**Do you comply with the new ban-the-box law?**

*Rochester Business Journal*

June 27, 2014

**Rochester, New York Joins The "Ban-the-Box Movement"**

*Littler Insight*

May 27, 2014

**U.S. House of Representatives Approves Exemption to Affordable Care Act for Expatriate Insurance Plans**

*Littler ASAP*

May 6, 2014

**Littler Names New Local Office Leaders in Miami, Lexington and Rochester**

*Littler Press Release*

April 14, 2014

**Split Payroll And Alternatives For Expatriates And Cos.**

*Law360.com*

February 5, 2014

**Littler Elevates 16 Attorneys to Shareholder**

*Littler Press Release*

January 2, 2014

**Start-Up Guide for Foreign Employers in the United States (Second Ed.)**

*Littler Report*

October 2013

**International Employers Beware: Common Compliance Pitfalls in Managing International Workforces**

*Thomson Reuters Westlaw Journal Employment*

September 25, 2013

**Planning can cut risk of costly employment blunders**

*Rochester Business Journal*

August 30, 2013

**7 High-Risk Areas for International Employers**

*Compliance Week*

July 30, 2013

**Things to Think About When Sending Your U.S. Employee to China**

*NYSBA Inside*

May 1, 2013

**New Decision Highlights the Importance of Forum Selection Clauses in Cross-Border Employment Agreements**

*Littler Insight*

September 21, 2012

**Surfing the net for personal use erodes productivity**

*Rochester Business Journal*

June 8, 2012



**Cross-Border Assignments: Current Trends**

*New York Law Journal*  
May 10, 2012

**The 2011 Global Employer: Highlights of Littler's Fourth Annual Global Employer Institute**

*Littler Report*  
February 15, 2012

**DOL Confirms SOX Whistleblower Protections Do Not Apply Extraterritorially**

*Littler Insight*  
January 24, 2012

**Start-Up Guide for Foreign Employers in the United States**

*Littler Report*  
May 11, 2011

**The Financial Crisis: ruin or restoration of the labour movement?**

*International Bar Association Employment & Industrial Relations Law Newsletter*  
September 2010

**Speaking Engagements**

**International Employment – What Global Benefits Professionals Should Know**

Global Benefits Fundamentals, International Foundation of Employee Benefit Plans  
November 30, 2021

**So you have to restructure your workforce in APAC: War stories from the trenches**

ACC Singapore  
September 2021

**APAC Xchange – Technology & Innovation in the Legal Industry: How Developments are Changing the Roles & Responsibilities of In-House Counsel**

APAC ACC  
June 2021

**APAC Regional Update – What Employers Need to Know**

Littler Executive Employer Conference  
May 2021

**Advancing Your Return to Travel Strategy – Employer Panel**

IBIS 2021: Resilience, Gallagher / IBIS Academy

May 2021

**Spotlight on India: The Employer’s Top 3 Concerns in 2021**

April 29, 2021

**Spotlight on India: The Employer’s Top 3 Concerns in 2021**

April 28, 2021

**Commuters and Business Travelers: Compliance Issues Panel**

Global Tax Network Webinar

April 2021

**International Wandering Workers: Avoiding the Legal Pitfalls for Multinational Employers**

April 8, 2021

**Trends and Changes Arising from COVID-19: Managing Employment Issues in 2021 at Singapore and US Workplaces**

Client Webinar

March 9, 2021

**How to Respond to the New Short-Term Remote Worker**

Global Tax Network Webinar

March 2021

**Asia Pacific Regional Outlook 2021**

February 4, 2021

**Asia Pacific Regional Outlook 2021**

February 3, 2021

**How to Respond to the New Long-Term Remote Worker**

Global Tax Network Webinar

February 2021

**What to Do About “Global COVID Nomads”**

November 13, 2020

**What to Do About “Global COVID Nomads”**

November 12, 2020

**The View From the Top With Remote Workers**

Benivo Webinar  
October 7, 2020

**The Post-COVID-19 Workforce: What Should General Counsel Be Doing?**

Association of Corporate Counsel (ACC) Asia-Pacific Digital Meeting  
July 30, 2020

**COVID-19 Strategies for APAC-Based Companies with Employees in North America**

March 26, 2020

**Managing Your Workforce in APAC in 2020 and Beyond**

New York, NY  
October 24, 2019

**Breaking Up Is Hard to Do: Managing the Challenges That Arise When the Employment Relationship Ends**

Fairport, NY  
April 2, 2019

**The Compliance and Legal Challenges of Global Mobility – a Panel Discussion**

Global Business Services Network (GBSN), Multiple U.S. Cities  
Q4 2018

**International Employment Law Roundtable**

New York, NY  
June 26, 2018

**I Don't Know – Send It to HR: Employment Essentials for the Global Mobility Professional**

IBIS Academy, Berlin, Germany  
May 8, 2018

**Severing Ties with the Mother Ship: Localization and Permanent Transfers**

IBIS Academy, Berlin, Germany  
May 8, 2018

**Here Be Dragons: Dispelling the Top 10 Misconceptions of a Global HR Professional**

IBIS Academy, Berlin, Germany  
May 8, 2018

**Looking Ahead in Asia: Managing Your Workforce Through 2018 and Beyond**

Littler Executive Employer, Phoenix, AZ

May 3, 2018

**The New York Paid Family Leave Law: Checking In on the Implementation Process**

Fairport, NY

February 28, 2018

**The New York Paid Family Leave Law: Checking In on the Implementation Process**

Fairport, NY

February 27, 2018

**2018 Legal Update – Sexual Harassment in the Workplace**

Genesee Valley Chapter of SHRM and the National Human Resource Association – Rochester Affiliate, Rochester, NY

February 15, 2018

**Toxic Employees: Strategies to Deal with "Pre-retaliation" and Legal Protection Manipulation**

National Human Resources Association, Rochester, NY

November 14, 2017

**Lunch & Learn: Understanding Labor and Safety Issues in the U.S. and Get Prepared for Natural Disasters and Emergencies**

China General Chamber of Commerce, New York, NY

November 3, 2017

**Second Annual Canada Conference**

Toronto, ON

November 1, 2017

**Immigration Compliance Updates Under the Trump Administration**

Fairport, NY

October 25, 2017

**Creative Approaches for Handling ADA and FMLA Issues in the Workplace: Actions You May Not Know You Can Take**

2017 NY State SHRM Conference, Albany, NY

September 25, 2017

**Creative Approaches for Handling ADA and FMLA Issues in the Workplace: Actions You May Not Know You Can Take**

Fairport, NY

September 12, 2017

**Employment Law Update: Asia-Pacific**

May 18, 2017

**When in Rome... the Essential for Localizing an Employee**

Arthur J. Gallagher & Co's Multination Benefits and HR Consulting IBIS Academy, Cannes, France

May 4, 2017

**Is Global Mobility on the Agenda of Global Talent Management?**

Arthur J. Gallagher & Co's Multination Benefits and HR Consulting IBIS Academy, Cannes, France

May 3, 2017

**Countdown – The List of “Most Difficult” Countries for Global**

Arthur J. Gallagher & Co.'s Multinational Benefits and HR Consulting IBIS Academy, Cannes, France

May 3, 2017

**Legal Update 2017**

Genesee Valley Chapter of SHRM and the National Human Resource Association, Rochester, NY

February 8, 2017

**Essential Employment and Labor Law Updates for Companies with Employees in or from Japan**

January 30, 2017

**Legal Issues in the EU: Conflict of Laws and the EU Posted Workers Directive**

Arthur J. Gallagher & Co.'s Multinational Benefits and HR Consulting IBIS Academy, Amsterdam, Netherlands

May 26, 2016

**Can Multinationals Introduce Global Employment Policies? The Challenges in Practice**

Ajia Half Year Conference, Chicago, IL

May 19, 2016

**Hot Topics in International Labor and Employment Law**

Warwick Allerton Hotel 701 North Michigan Avenue Chicago, IL 60611

May 19, 2016

**Not Your Traditional Secondment: Trends and Pitfalls in the Transfer of Employees Across National Borders**

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 6, 2016

**Complying with Corruption and Bribery Regulations: Strategies for Multinational Employers**

Inter-Pacific Bar Association Annual Conference, Kuala Lumpur, Malaysia

April 15, 2016

**Burning Issues in Employment Law - Lessons from Singapore, Malaysia, and the U.S.**

Christopher Lee and Ong Seminar, Kuala Lumpur, Malaysia

April 12, 2016

**Navigating the Complexities of FMLA, ADA and Other Overlapping Leaves of Absence Laws**

Fairport, NY

March 15, 2016

**2016 Employee Benefits Update - Rochester**

Fairport, NY

January 28, 2016

**Violence in the Workplace**

Fairport, NY

November 10, 2015

**2015 Tri-State Employer Conference**

New York, NY

November 5, 2015

**Burning Issues in Employment: Employment in the U.S.**

Forum with Delegation from the China Foundation for International Studies

September 28, 2015

**International Transfers: What Each Company Needs to Remember**

August 27, 2015

**Building your Team in the US: Recruitment, Employment and Negotiation**

UK Trade & Investment Webinar

May 20, 2015

**The 2015 Labour and Employment Hot Topics for Asia and U.S. Employers**

Hong Kong

May 11, 2015

**Burning Issues in Employment - Lessons From The U.S.**

Singapore

May 5, 2015

**Managing Leaves of Absence: The Interplay of the FMLA and ADA**

Fairport, NY

March 3, 2015

**Annual NY Legal Update: The Top Employment and Labor Issues Affecting New York Employers**

Fairport, NY

November 18, 2014

**Best Practices for Cross-Border Employment Agreements**

Association of Corporate Counsel (ACC) Webinar

November 11, 2014

**The 2014-2015 Labor & Employment 'Hot' Topics for Asia and U.S. Employers**

Client Presentation, Tokyo, Japan

October 23, 2014

**OFCCP's Veteran and Disability Regulations, Government Contractor Executive Orders, and the New Data Compensation Collection Tool**

Fairport, NY

October 14, 2014

**Top 10 Mistakes Human Resource and Business Managers Make in International Employment**

Fairport, NY

September 17, 2014

**International Employment Law: A 2014 Perspective**

July 10, 2014

**Corporate Compliance and Ethics**

Labor & Employment Webinar Series - Littler Mendelson and BB&T

May 21, 2014

**Cutting Edge Corporate Employment and Immigration Issues**

24th Annual Meeting & Conference - Inter-Pacific Bar Association, Vancouver, Canada

May 11, 2014

**Developing Global Codes of Conduct: Merging the Laws of Multiple Countries into an Integrated Corporate Code of Compliance**

Littler Mendelson, Phoenix, AZ

May 8, 2014

**The Impact of Social Media on Employers and Workplace Violence**

Fairport, NY

March 5, 2014

**So You Have Crafted Corporate Policies and Codes of Conduct. Now What? How to Close the Global Implementation and Enforcement Gap**

Littler Mendelson, Houston, TX

February 20, 2014

**Conducting Lawful and Effective International Investigations: The Proper Response to Allegations of Unethical Conduct in the Workplace**

Global Council on Business Conduct - The Conference Board, Prague, Czech

October 22, 2013

**Hot Topics: Current Employment and Labor Issues Affecting New York Employers**

Fairport, NY

October 16, 2013

**Competencies for practice in the global context**

Annual Conference - International Business Association, Boston, MA

October 8, 2013

**Conducting Lawful and Effective Global Investigations**

Chicago, IL

September 25, 2013

**Protecting Against Unfair Competition Outside the US: What Multinational Employers Should Know About International Employment, NonCompetes, and Trade Secrets**

International Law Section - Utah State Bar, Salt Lake City, UT

August 21, 2013

**Top 10 Mistakes Business Managers Make in International Employment**

International Business Council - Greater Rochester Enterprise, Rochester, NY

June 20, 2013

**The Global Talent Market...Understanding the Employment Laws and Challenges**

Global HR Business, Toronto, Canada

June 6, 2013



**Social Media and the Workplace: Risks and Rewards**

Inter-Pacific Bar Association, Seoul, South Korea  
April 20, 2013

**Employment Agreements, Restrictive Covenants, and Trade Secrets: A Review for Multinational Employers**

March 28, 2013

**The Impact of the 2012 Elections on Labor, Employment and Benefits Law**

Fairport, NY  
January 24, 2013

**Leave Me Alone: Handling FMLA Leave Abuse and Post-FMLA Accommodation**

Fairport, NY  
September 28, 2012

**Understanding Global Employment Law: The US Labor Law for Canadian Lawyers**

Legal Continuing Education, Ontario, Canada  
June 21, 2012

**Global Assignments: 'So... I Have to Follow the Laws of What Country?!' and Other International Issues Every Executive Should Know**

Upstate New York Trade Conference, Rochester, NY  
June 20, 2012

**Cross-Border Assignments: Policies, Practices, and Risks**

Littler Mendelson Breakfast Briefing  
May 4, 2012

**A Look Back / A Look Forward Legal Update: The Top Employment and Labor Issues Affecting New York Employers**

Fairport, NY  
April 26, 2012

**The Employment Lifecycle: Hiring and Termination**

Painting and Decorating Contractors of America (PDCA)  
April 11, 2012

**The Employee from Hell**

Rochester, NY  
November 17, 2011

**Cross-Border Employment and Labor Law Topics: The Nuts and Bolts of a Global Mobility Program**

October 27, 2011

**A New York Legal Update: The Top Employment and Labor Laws Affecting New York Employers Right Now**

Fairport, NY

June 3, 2011

**Ethics of Social Media**

Monroe County Bar Association

2011

**Social Media in the Workplace: Is Your Company the Next Victim?**

Rochester, NY

November 12, 2010

**New York Employment Law Update**

Pittsford, NY

January 28, 2010

**Human Resource Requirement for Non Profits**

Arts & Cultural Council for Greater Rochester

2009

**Books & Book Chapters**

- Chapter 21: International Labor and Employment Law, *International Corporate Practice: A Practitioner's Guide to Global Success*, Practising Law Institute, Chapter Co-Author: Philip Berkowitz, February 2021
- Chapter 21: International Labor and Employment Law, *International Corporate Practice: A Practitioner's Guide to Global Success*, Practising Law Institute, Chapter Co-Authors: Philip Berkowitz, Joseph Lazazzero, Philip Gordon and Stefan Marculewicz, 2013
- *Specific Corporate Compliance Challenges by Practice Area: Employment, Corporate Compliance Practices Guide*, LexisNexis, 2013