

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 (China, Japan, Korea, Singapore) 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.

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, International Bar Association
- Member, Inter-Pacific Bar Association
- Member, International Business Council, Greater Rochester Enterprise
- Volunteer, Boy Scouts of America
- 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

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

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

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

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

IBIS Academy, Berlin, Germany

May 8, 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

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-taliation" 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

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

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

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, Practising Law Institute, *International Labor and Employment Law, International Corporate Practice: A Practitioner's Guide to Global Success*, 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