



# Global Solutions for Your Business

LOCAL EVERYWHERE

**Littler**<sup>®</sup>



## INTERNATIONAL SERVICES

Our services are divided into six main clusters that include a wide range of services. Our global approach, combined with the application of state-of-the-art technology, makes Littler a first-stop shop of labor and employment services.

### GENERAL LABOR AND EMPLOYMENT ADVICE

- Pre-hiring Requirements, Drug and Medical Exams, Criminal Record and Background Checks
- Termination, Mass Layoff, Restructuring, Calculation of Severance and Consultations with Employee Representatives
- Payroll Taxes, Employment Taxes, Pensions and Social Security
- Compensation, Designing Compensation Structures, Designing Regional Compensation Plans, Regional Sales and Commissions Plans, and Stock Plans
- Hiring Personnel, Independent Contractors, Employee Payroll Agencies and Contingent Workers
- Global Mobility and Expatriates
- Mergers and Acquisitions, Outsourcing and Post-Merger Integration

Starting with the pre-employment requirements, visas, medical exams, criminal records and background checks, our attorneys counsel clients on effective and legally compliant approaches to engaging personnel including expatriate arrangements, use of independent contractors, direct employment or indirect employment using payroll agencies.

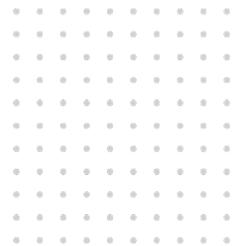
Our lawyers guide clients in implementing compensation plans and drafting sales and commission compensation policies.

Our team is available to train, teach, and audit a client's payroll system to help ensure accuracy of payroll implementation and payroll taxes, to minimize the risk of liability.

Employee terminations represent one of the major concerns that employers face. Littler attorneys are experienced in providing counsel through all the steps of the process – from the calculation of the severance package and negotiating a settlement agreement, to effective enforcement of the settlement in court, if necessary.

### LITIGATION AND DISPUTE RESOLUTION SERVICES

- Expatriates and Executives
- Independent Contractors
- Protected Categories and Unfair Dismissal
- Administrative Claims and Occupational Safety & Health Claims
- Arbitration, Mediation and Conciliation
- International, Cross-border and In-market Litigation
- Employee Representative Litigation and Conciliation



Littler defends employers in litigation matters that involve one or more countries.

We apply our substantial experience and in-depth knowledge to cases involving international employees (expatriates and assignees), independent contractors, workers under special protection and unfair dismissal cases.

We handle administrative cases and health and safety complaints, through our team of experienced attorneys.

To provide faster and more cost-effective support to our clients, Littler has developed technology solutions that allow companies to keep track of their cases, country-by-country, and on a regional level.

## LABOR RELATIONS SERVICES

- Collective Bargaining
- Planning, Negotiation, Implementation and Administration
- Conflict and Dispute Resolutions and Defenses
- International Framework Agreement
- Global Campaigns
- Global, Regional and Domestic Unions
- Works Councils and Employee Representatives

Unions and union issues can be one of the most important and challenging issues for multinational employers.

Union negotiations are extremely complicated and adequate planning is the key to success.

Littler offers experienced labor relations attorneys who are leading negotiators in their jurisdictions.

## COMPLIANCE SERVICES

- Designing and Implementing Compliance Plans
- Ethics Code
- Compliance Handbook
- Data Protection
- Regional Compliance
- Country-by-Country Checklist
- Internal Investigations
- Regional and Local Audits

Littler has deep experience in labor and employment law compliance audits and internal investigations.

Littler designs and implements regional and local compliance plans, ethics codes, handbooks and data protection policies.

These services are complemented by a training practice that provides the necessary tools to help make employers successful in this area.

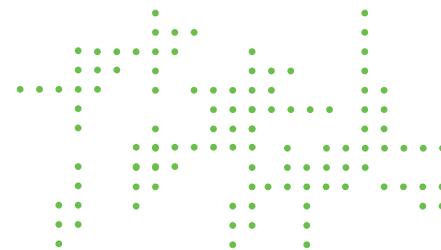
## CORPORATE LABOR GOVERNANCE SERVICES

- Corporate Social Responsibility and Supply Chain Management
- Payroll and Executive Compensation Policies
- Labor Relations Policies
- Policies Regulating International Employees
- Code of Conduct and Ethics
- Country-by-Country Handbooks

It is important for employers to implement effective labor governance.

Our team is experienced in designing, drafting, implementing and auditing the policies an employer needs to address before entering a new country.

Workplace policies such as employee handbooks, codes of conduct, international personnel policies, executive compensation and corporate social responsibility should be carefully structured – typically on a country-by-country basis – for an employer to be successful in its human resources strategies.



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## KNOWLEDGE MANAGEMENT AND TRAINING SERVICES

- Dispute Resolution and Negotiation Training
- Labor Relations and Collective Bargaining
- FCPA and Anti-corruption Practices Training
- Multi-Country Survey Report
- Littler GPS® Multi-Jurisdictional Compliance Resources

Littler provides our clients with sophisticated information tools and training to stay up to date on the continuous changes in labor and employment law and their implications for human resources.

Our technology tools for international litigation and regional knowledge management resources cover the main labor issues in the world's key economies, and assist our clients in managing their varied challenges around the globe.

Our Global Conferences provide clients in-depth learning related to local and regional jurisdictions. With regard to management and supervisor training, Littler offers regional and local training in all aspects of labor law.

Littler is globally recognized for training on international topics, such as FCPA compliance, anti-corruption policies and practices, data protection laws and policies, collective bargaining strategies and conflict resolution.

## GLOBAL CONTACTS



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At Littler, we understand that workplace issues can't wait. With access to more than 1,800 employment attorneys in over 100 offices around the world, our clients don't have to. We aim to go beyond best practices, creating solutions that help clients navigate a complex business world. What's distinct about our approach? With deep experience and resources that are local, everywhere, we are fully focused on your business. With a diverse team of the brightest minds, we foster a culture that celebrates original thinking. And with powerful proprietary technology, we disrupt the status quo – delivering groundbreaking innovation that prepares employers not just for what's happening today, but for what's likely to happen tomorrow. Since 1942, our firm has harnessed these strengths to offer fresh perspectives on each matter we advise, litigate, mediate, and negotiate. Because at Littler, we're fueled by ingenuity and inspired by you.



Fueled by ingenuity.  
Inspired by you.™