

## Philip M. Berkowitz

Shareholder

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## Practice Areas

International Employment Law  
Discrimination and Harassment  
Executive Compensation  
Unfair Competition and Trade Secrets  
Whistleblowing, Compliance and Investigations  
Investigations  
Financial Services

## Overview

Philip M. Berkowitz is the U.S. practice co-chair of Littler's International Employment Law Practice Group and co-chair of the Financial Services Industry Group. He advises multinational and domestic companies in a wide range of industries on employment-related matters. He has significant experience advising multinational companies regarding U.S. and overseas employment and executive compensation practices. He represents employers in individual and class action lawsuits and arbitrations, and he appears in U.S. federal and state courts and before administrative agencies and international arbitration tribunals.

Philip handles all regulatory facets of employment law, including:

- Compliance with equal employment and other statutes governing the workplace
- Employee benefits
- Executive compensation
- Employment agreements
- Restrictive covenants
- Trade secrets
- Non-compete agreements

His diverse selection of clients includes companies in financial services, oil and gas, pharmaceuticals and chemicals, publishing, and fundraising.

A respected authority on international employment law issues, Philip conducts training worldwide on labor and employment matters. He is a frequent speaker before the American Bar Association, the International Bar Association, the Japan Society and other prominent international organizations. Philip is the founding chair of the Practising Law Institute's (PLI) Annual International Employment Law Conference.

Philip previously worked as a partner and head of international employment law at a full-service international law firm.

## Professional and Community Affiliations

- Vice Chair, International Employment Law Committee, International Law Section, American Bar Association
- Vice Chair, Employment Law Committee, International Law Section, American Bar Association
- Vice Chair, Diversity and Equality Law Committee, International Bar Association
- Officer, Diversity and Equality Law Committee, International Bar Association
- Former Chair, International Law Practice Section, New York State Bar Association
- Founding Chair, International Employment Law Committee, New York State Bar Association
- Member, Corporate Advisory Council, Japan Society
- Member, Counsels' Council, Pro Bono Legal Advisory Committee, Lincoln Center
- Member, Legal Counsel Committee, China General Chamber of Commerce

## Recognition

- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Named, The Best Lawyers in America®, 2007-2025
- Recipient, BTI Client Service All-Star Award, 2022-2024
- Ranked, Labor & Employment, *Chambers USA*, 2006-2013, 2017-2024
- Global Elite Thought Leader, Labour & Employment, *Who's Who Legal*, 2024
- Named, International Who's Who of Management Labour and Employment Lawyers, *Who's Who Legal*, 2012-2016
- Named, Who's Who in American Law, 2014
- Named, Who's Who of Management Labour and Employment Lawyers, *Who's Who Legal*, 2011

## Education

J.D., Northwestern School of Law of Lewis and Clark College, 1978

B.A., State University of New York at New Paltz, 1975

## Bar Admissions

New York

## Courts

U.S. Court of Appeals, 1st Circuit  
U.S. Court of Appeals, 2nd Circuit  
U.S. Court of Appeals, 5th Circuit  
U.S. District Court, Western District of New York  
U.S. District Court, Eastern District of New York  
U.S. District Court, Southern District of New York  
U.S. District Court, Northern District of New York

## **Publications & Press**

### **With DEI Under the Microscope, Some Banks Are Revising and Rebranding Their Programs**

*Bank Director*

April 2, 2025

### **Littler Ranked in 2024 Chambers USA Guide**

*Press Release*

June 6, 2024

### **SCOTUS's job transfer ruling raises greater risk of DEI disputes**

*International Employment Lawyer*

April 19, 2024

### **Foreign Language Business Meetings Not Unlawful Discrimination, Court Finds**

*Littler ASAP*

March 18, 2024

### **Financial Services Industry Group Update: \$30M Fine Issued to NY Bank for Misuse of Confidential Information: What Happened?**

*New York Law Journal*

March 13, 2024

### **SCOTUS: Retaliatory Intent Not an Element of SOX Retaliation Claim**

*Littler ASAP*

February 13, 2024

### **Setting limits on employees' hot-button social media posts**

*Legal Dive*

January 19, 2024

### **Background Checks in Banks, and Conflicts with Ban-the-Box Laws**

*Global Banking & Finance Review*

November 17, 2023

**SEC Attacks Non-Disclosure Agreements**

*New York Law Journal*

November 8, 2023

**Musings on the Supreme Court Affirmative Action Decision**

*New York Law Journal*

July 19, 2023

**Littler Recognized in 2023 Chambers USA Guide**

*Press Release*

June 6, 2023

**Chinese companies in US persevere in tough environment**

*China Daily*

May 3, 2023

**Bonuses, Clawbacks and Bad Behavior**

*New York Law Journal*

March 8, 2023

**What Does the Supreme Court's Decision Not to Review the Standard for Attorney-Client Privilege Mean for Employers?**

*Littler ASAP*

February 21, 2023

**New Anti-Money Laundering Whistleblower Improvement Act Expands Coverage and Strengthens Incentives for Whistleblowers**

*Littler ASAP*

February 8, 2023

**Ex-Credit Suisse Bankers Weigh Legal Fights Over Bonus Clawbacks**

*Bloomberg Law*

January 20, 2023

**Publicly Traded Employers Will Need to Claw Back Incentive Pay from Former and Current Executive Officers**

*Littler ASAP*

January 11, 2023

**When Is Employment Law Advice Privileged—or Not?**

*New York Law Journal*

November 9, 2022

**Confidentiality and Privilege Issues Facing Banks in Employment Cases**

*New York Law Journal*

July 13, 2022

**Littler Ranked in Chambers USA Guide 2022**

*Press Release*

June 1, 2022

**New York Significantly Expands Its Whistleblower Law**

*SHRM Online*

February 10, 2022

**Comment on Supreme Court OSHA Decision**

*New York Law Journal*

January 14, 2022

**Recent Diversity Requirements In Financial Services**

*New York Law Journal*

January 13, 2022

**New York Dramatically Expands Whistleblower Rights**

*Littler ASAP*

November 10, 2021

**May I Work From Home? Accommodating Those COVID-19 Requests**

*New York Law Journal*

September 8, 2021

**Inclusion, Equity, & Diversity Update – SEC Approves Nasdaq Rule on Board Diversity**

*Littler ASAP*

August 20, 2021

**Companies Look to Changes in Post-Pandemic Labor Laws**

*The HR Agenda*

August 19, 2021

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Press Release*

August 19, 2021

**Mandatory Vaccines or Mandatory Testing? A “Soft Approach”**

*Littler ASAP*

August 10, 2021

**See you in November? Delta surge prompts law firms to rehash return plans**

*Reuters Legal*

August 2, 2021

**Internal Disclosures from Compliance Audits –What Could Go Wrong?**

*Littler ASAP*

July 28, 2021

**Risks in Internal Audits of Compliance Policies**

*New York Law Journal*

July 7, 2021

**New Whistleblowing Law Applies to Internal Complaints**

*SHRM Online*

June 10, 2021

**Littler Ranked in Chambers USA Guide 2021**

*Press Release*

May 27, 2021

**The Littler Annual Employer Survey 2021**

*Littler Report*

May 12, 2021

**Littler Survey: Employees Want Remote and Hybrid Work More Than Employers Do**

*Press Release*

May 12, 2021

**The Anti-Money Laundering Act (AMLA): Defending Whistleblower Claims in the Financial Services**

*Business Law Today*

April 28, 2021

**The Anti-Money Laundering Act Expands Whistleblower Protections**

*New York Law Journal*

March 10, 2021

**Reopening and COVID-19: Risks of Moving Too Fast**

*New York Law Journal*

November 10, 2020

**Internal Investigations and Work Product: Recent Cases**

*New York Law Journal*

September 9, 2020

**Cross-Border Sexual Harassment Claims and Investigations**

*American Bar Association*

September 2, 2020

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Press Release*

August 20, 2020

**EACCNY Post-Pandemic Labor Series Presents: Working from Home and the Challenges of Remote Supervision**

*European American Chamber of Commerce*

July 27, 2020

**Foreign Expatriates and U.S. Discrimination Lawsuits**

*New York Law Journal*

July 8, 2020

**Discovery of Personnel Records in Employment Discrimination Cases**

*New York Law Journal*

July 2, 2020

**Sources: Panel to look at NBA medical records**

*ESPN*

June 11, 2020

**A Challenge to New Joint Employer Rules**

*New York Law Journal*

March 11, 2020

**Employee Bad Actors: Can Employers Recover?**

*New York Law Journal*

January 8, 2020

**Banks and Whistleblowers: Regulators Pounce**

*New York Law Journal*

November 13, 2019

**Cross-Border Investigations: A Practical Update**

*New York Law Journal*

September 11, 2019

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Press Release*

August 15, 2019

**Heightened Regulation of Corporate Compliance Programs**

*New York Law Journal*

July 10, 2019

**The Intersection of FCPA Enforcement and Whistleblower Claims**

*New York Law Journal*

May 8, 2019

**Littler Ranked in 2019 Chambers USA Guide**

*Press Release*

April 25, 2019

**DFS Whistleblower Guidance: Advice and a Warning Shot**

*New York Law Journal*

March 13, 2019

**The Hague Evidence Convention's Rarely-Used Private Commissioner Provision May Be a Viable Option for Cross-Border Discovery**

*New York Law Journal*

February 1, 2019

**Advising Banks: the CSI Peril**

*New York Law Journal*

January 9, 2019

**The Foreign Corrupt Practices Act: A Trip-Wire for Financial Executives**

*New York Law Journal*

November 7, 2018

**The Foreign Corrupt Practices Act: A Trip-Wire for Financial Executives**

*Financial Executive*

August 28, 2018

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 15, 2018



**#MeToo at Home and Abroad**

*Littler ASAP*

July 16, 2018

**#MeToo at Home and Abroad**

*New York Law Journal*

July 11, 2018

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

*Press Release*

June 5, 2018

**Littler Ranked in 2018 Chambers USA Guide**

*Press Release*

May 15, 2018

**Different Cultures, Different Legal Approaches**

*New York Law Journal*

May 9, 2018

**Non-Disparagement Agreements: Worth It?**

*New York Law Journal*

February 23, 2018

**Hiring Practices and the FCPA**

*New York Law Journal*

January 10, 2018

**Employment Pact Seen As Paper Tiger In Trump-Bannon Feud**

*Law360*

January 5, 2018

**Littler Attorneys Named in 2017 Who's Who Legal Guide**

*Press Release*

September 28, 2017

**DOL Flip-Flop: SOX's Anti-Retaliation Provisions Apply to Overseas Conduct After All**

*Littler ASAP*

September 15, 2017

**DOL Flip-Flop: SOX's Anti-Retaliation Provisions Apply to Overseas Conduct After All**

*New York Law Journal*

September 14, 2017

**Here's What Lawyers are Telling Companies to Do About DACA**

*CNN Money*

September 8, 2017

**Focusing on Labor and Employment Issues Will Always Be in Fashion**

*New York Law Journal*

August 28, 2017

**Best Lawyers in America® 2018 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 17, 2017

**Japanese Expatriates and U.S. Discrimination Lawsuits**

*Corporate Counsel Connect*

June 1, 2017

**US: Heightened Standards and Bank Human Resources**

*International Bar Association Banking Law News*

May 2017

**Littler Survey Reveals Employers Caught in a Tangled Web of Federal, State and Local Laws**

*Press Release*

May 11, 2017

**Investigations Guidance for Multi-Nationals**

*New York Law Journal*

May 10, 2017

**Trade Secrets and Whistleblower Disclosures**

*New York Law Journal*

March 8, 2017

**American Presidency: Trump's Win Confuses a Jittery Middle East**

*International Bar Association*

January 23, 2017

**Employment Law Expectations of a Trump Administration**

*New York Law Journal*

January 11, 2017

**New SEC 'Risk Alert' on Confidentiality Agreements**

*New York Law Journal*

November 9, 2016

**DOJ and FTC Release Antitrust Guidance for HR Professionals**

*Littler ASAP*

November 8, 2016

**No-Poaching Pacts Could Land HR Professionals in Jail**

*Bloomberg BNA Human Resources Report*

November 4, 2016

**The Best Lawyers in America® Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Press Release*

August 16, 2016

**Heightened Standards and Bank Human Resources**

*New York Law Journal*

July 14, 2016

**'Hybrid' Retaliation Claims and Investigation Protocols**

*New York Law Journal*

May 12, 2016

**Littler Names Co-Chairs to Financial Services Industry Group**

*Press Release*

April 5, 2016

**'Extraordinary' Expansion of Whistle-Blower Rights Proposed**

*SHRM*

March 16, 2016

**Background Checks in Banks, Conflicts with New Laws**

*New York Law Journal*

March 10, 2016

**Philip M. Berkowitz Appointed Vice Chair of the International Bar Association's Discrimination and Equality Law Committee**

*Press Release*

February 1, 2016

**New U.K. Whistleblower Rules Rein in Banks**

*New York Law Journal*

January 14, 2016

**Ray Kelly, Other Experts Warn Companies to Be Prepared for Risks after Paris Attacks**

*Inside Counsel*

November 18, 2015

**Questioning Gender Quotas**

*Workforce*

October 22, 2015

**European Court of Justice Expands the Definition of Working Time**

*Littler ASAP*

September 29, 2015

**Whistle-Blowing Policies Needed in Response to Ruling**

*Society for Human Resource Management (SHRM) Online*

September 17, 2015

**Gender, Diversity, European Quotas, and U.S. Law**

*New York Law Journal*

September 10, 2015

**Gender Quotas: Laudable in Europe, Discriminatory in U.S.**

*Wolters Kluwer*

September 3, 2015

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Press Release*

August 18, 2015

**Treasury's OCC Churns Human Resources Seas**

*New York Law Journal*

July 15, 2015

**In Pursuing Gender Diversity Goals, Beware Lawsuits**

*Corporate Counsel*

July 10, 2015

**PLI Looks at Cross-Border Employees and International Data**

*LegalTechNews*

July 2, 2015

**Lawyers and PR Strategy: The Privilege, and the Limits**

*New York Law Journal*

May 14, 2015

**Whistleblower Laws Abroad Remain Weak and Untested**

*Compliance Week*

April 28, 2015

**Top 10 Considerations when Outsourcing in Mexico**

*ACC Legal Resources*

April 20, 2015

**SEC's Attack on Confidentiality Agreements**

*Littler ASAP*

April 6, 2015

**SEC and EEOC's Interest in Confidentiality Agreements**

*New York Law Journal*

March 11, 2015

**Top 10 International Employment Law Issues in 2015**

*New York Law Journal*

January 8, 2015

**2015 Hot Topics for Multinational Companies**

*Littler ASAP*

December 22, 2014

**Bounties for Wandering Whistleblowers**

*New York Law Journal*

November 13, 2014

**Chinese companies in US urged to learn the employment laws**

*GlobalAutoIndustry.com*

October 21, 2014

**Whistleblowers stand to reap the benefits with possibility of higher payouts**

*InsideCounsel*

September 26, 2014

**Chinese companies in US urged to know employment law**

*ChinaDaily USA*

September 18, 2014

**New York and Texas: New Non-Compete 'Partners'**

*New York Law Journal*

September 11, 2014

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Press Release*

August 18, 2014

**Littler's Philip Berkowitz Appointed Vice-Chair of the American Bar Association's International Employment Law Committee**

*Press Release*

July 11, 2014

**'Presumption of Prudence' Axed in ESOP Stock-Drop Cases**

*New York Law Journal*

July 10, 2014

**Supreme Court Axes "Presumption of Prudence" in ESOP Stock-Drop Cases**

*Littler ASAP*

July 7, 2014

**The eBay Settlement: A Look at No-Hire Agreements**

*New York Law Journal*

May 8, 2014

**Littler Named Law Firm of the Year for Labor and Employment by Who's Who Legal**

*Press Release*

April 2, 2014

**Outsourcing in Mexico: Best Practices**

*Association of Corporate Counsel*

March 24, 2014

**Supreme Court Grants Lawyers Whistleblower Protection**

*New York Law Journal*

March 13, 2014

**More CNIL Guidance for Multinationals Seeking to Comply with SOX & Dodd-Frank**

*Littler ASAP*

March 4, 2014

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

*Law360.com*

February 5, 2014

**USA Report 2013: New York: The 'go to' State for M&A**

*Iberian Lawyer*

January 9, 2014

**Whistleblower Claims: Issues for 2014**

*New York Law Journal*

January 9, 2014

**The Attorney-Client Privilege and Advising Across Borders**

*New York Law Journal*

November 29, 2013

**A Kiss in the Caribbean Results in a Lawsuit in New York**

*New York Law Journal*

September 12, 2013

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Press Release*

August 15, 2013

**5 Tips For Effective Cross-Border Anti-Bias Policies**

*Law360.com*

August 14, 2013

**Discrimination and Deemed Export Laws Intersect**

*New York Law Journal*

July 11, 2013

**Littler Named Management, Labour and Employment Firm of the Year by Who's Who Legal**

*Press Release*

June 24, 2013

**Lawyers Think Whistleblower Protections Will Be Extended**

*Fund Action*

May 27, 2013

**Littler Mendelson Named in the 2013 Chambers USA Guide**

*Press Release*

May 24, 2013

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

*NYSBA Inside*

May 1, 2013

**The Final Breaths of the Alien Tort Statute**

*Littler ASAP*

April 19, 2013

**'Racial Entitlements,' the Voting Rights Act and Corporate Justice**

*New York Law Journal*

March 14, 2013

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

*Littler Report*

February 21, 2013

**Dynamic Year Expected in Labor and Employment Law**

*Littler ASAP*

January 23, 2013

**Dynamic Year Expected in Labor and Employment Law**

*New York Law Journal*

January 10, 2013

**Looking Back at Obama's Term in Employment Law**

*New York Law Journal*

November 7, 2012

**10 Tips For An Effective Cross-Border Investigation**

*Law360.com*

October 31, 2012

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

*Littler ASAP*

September 21, 2012

**Cross-Border Employment and Forum Selection Clauses**

*New York Law Journal*

September 13, 2012



**Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition**

*Press Release*

September 7, 2012

**Littler Named World's Leading Law Firm for Management Labor and Employment Work**

*Press Release*

June 12, 2012

**The "Bring Your Own Device" to Work Movement**

*Littler Report*

May 10, 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 ASAP*

January 24, 2012

**FINRA Proposal on Predispute Agreements to Arbitrate Whistleblower Claims**

*Littler ASAP*

December 15, 2011

**OSHA's Interim Final Regulations Clarify the Whistleblower Complaint Investigation Process and Define Available Remedies**

*Littler ASAP*

November 15, 2011

**Whistleblower Investigations: Are They Privileged?**

*New York Law Journal*

November 10, 2011

**Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition**

*Press Release*

September 12, 2011

**U.K. Bribery Act "On-Line" as of July 1 – U.S. Employer Impact**

*Littler ASAP*

August 12, 2011

**5 Ways to Avoid Employee Misclassification Suits Abroad**

*Law360.com*

July 27, 2011

**Littler Recognized as Highly Regarded Labor & Employment Firm by Who's Who Legal and Dominates its Top Attorneys List**

*Press Release*

July 11, 2011

**Chambers USA Honors Littler And Its Attorneys**

*Press Release*

June 27, 2011

**European Union's Renewed Consideration of Class Actions May Create a New Mechanism for Employment Law Claims**

*Littler ASAP*

April 5, 2011

**Bias theory upheld in reservist case**

*Business Insurance*

March 6, 2011

**Mandatory Shareholder Approval of Executive Compensation: SEC Releases Final Rules on "Say on Pay"**

*Littler ASAP*

March 3, 2011

**Managing the Global Workforce – A Legal and Practical Guide to Dangerous International Employee Assignments**

*Littler Report*

February 17, 2011

**The United Kingdom Abolishes its Default Retirement Age**

*Littler ASAP*

January 27, 2011

**Seventy-Two Littler Attorneys Named to The Best Lawyers in America® 2011**

*Press Release*

August 9, 2010

**International Employment Lawyer Philip M. Berkowitz Joins Littler Mendelson's New York Office**

*Press Release*

July 26, 2010

## **Events & Speaking Engagements**

### **Financial Services Roundtable**

New York, NY

March 4, 2025

### **Defending Whistleblower Claims Against Highly Motivated Plaintiffs: A Case Study**

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2024

### **Safely Unlocking the Power of AI: Employment and Other Legal Risks and Best Practices**

Japan Society New York, NY

October 4, 2023

### **Managing Multi-Jurisdictional Reductions in Force: Key Issues for Global Employers**

Practising Law Institute

October 4, 2023

### **2023 Tri-State Regional Employer Conference**

New York, NY

June 20, 2023

### **The Post-COVID Workplace in Financial Services**

New York, NY

November 9, 2022

### **Why Employers Shouldn't Forget About Executive Compensation**

March 10, 2022

### **It's Not Just About COVID! Major New Changes in NY State and City Employment Law**

February 16, 2022

### **Compensation in Financial Services: An International Perspective on Bonuses, Long-term Incentive Arrangements, and Rights on Termination**

November 2, 2021

### **A Virtual Financial Services Roundtable**

September 28, 2021

### **Virtual Financial Services Roundtable**

New York, NY

April 6, 2021

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

New York, NY

October 24, 2019

**Employment Law Essentials: Avoiding Common Legal and Human Resources Pitfalls**

New York, NY

June 26, 2019

**New York Financial Services Roundtable**

New York, NY

June 12, 2019

**New York Financial Services Roundtable**

New York, NY

September 25, 2018

**International Employment Law Roundtable**

New York, NY

June 26, 2018

**New York Financial Services Roundtable**

New York, NY

June 20, 2018

**New York Financial Services Roundtable**

New York, NY

February 13, 2018

**New York Financial Services Roundtable**

New York, NY

October 25, 2017

**International Employment Law 2017**

PLI Seminar, New York, NY

June 7, 2017

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

January 30, 2017

**Financial Services and Corporate Compliance**

New York, NY

November 30, 2016

**Inaugural U.K. Conference**

November 8, 2016

**Two Hot Topics: Mandatory Arbitration, and Separation / Confidentiality Agreements**

New York, NY

November 3, 2016

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

Chicago, IL

May 19, 2016

**The Role of HR Professionals in Investigating Compliance and Whistleblower Claims**

May 5, 2016

**Corporate Compliance & Financial Services Update**

New York, NY

November 19, 2015

**Littler Global Primera Conferencia en México y Monterrey**

Ciudad de México, CMX

November 11, 2015

**Littler Global Mexico Conference**

Ciudad de México, CMX

November 11, 2015

**Littler Global Mexico Conference**

San Pedro Garza García, NLE

November 10, 2015

**Littler Global Primera Conferencia en México y Monterrey**

San Pedro Garza García, NLE

November 10, 2015

**2015 Tri-State Employer Conference**

New York, NY

November 5, 2015

**International Employment Law 2015**

Practising Law Institute, New York, NY

June 29, 2015

**NAFTA 21 Years: Assessment and New Opportunities for the Tri-State Business Community**

New York, NY

May 26, 2015

**Employee health and wellness programmes and policies – are they essential or just nice to have?**

April 9, 2015

**What Employers in Small and Medium-Sized Companies Need to Know: Contrasting French, American & New York Labor Laws**

New York, NY

March 31, 2015

**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

**Whistleblower Update: New Risks & New Regulation in Europe & the United States**

New York, NY

July 9, 2014

**Conducting Cross-Border Investigations: Disclosure, Privilege, and Related Issues: Overcoming Challenges and the Latest Developments**

June 17, 2014

**Investigating Cross-Border Whistleblower Claims: A Challenge for Multinational Employers**

July 31, 2013

**International Employment Law 2013**

Practising Law Institute (PLI)

June 11, 2013

**Getting it Right: Strategies for Maintaining an Effective Corporate Ethics & Compliance Program**

New York, NY

February 7, 2013

**Employment Law Challenges Facing Multinationals in Asia**

Littler Mendelson, Washington D.C.

November 9, 2012

**What Every Multinational Should Know About Bounty Hunters and Whistleblowers**

Littler Mendelson, Washington D.C.

November 8, 2012

**Financial Services HR Roundtable: Failure to Communicate and Other Problems**

New York, NY

October 18, 2012

**China's Labor and Employment Laws: What It Means for U.S. Employers**

New York, NY

July 19, 2012

**Drafting and Enforcing Secure Cross-Border Restrictive Covenants**

July 19, 2012

**Channeling the Workplace Social Media Explosion: Opportunities and Risk for Employers**

New York, NY

July 18, 2012

**What You Need To Know about the Role of Employment Taxes in Everyday Business Affairs**

Littler Mendelson, Scottsdale, AZ

May 11, 2012

**Cross-Border Investigations and Litigation: A Primer for the Multinational Employer**

Littler Mendelson, Scottsdale, AZ

May 10, 2012

**Financial Services Roundtable: Update on Compensation Trends in the Financial Services Industry**

New York, NY

March 9, 2012

**Pressing Issues Facing Retailers—In the U.S. and Abroad**

February 13, 2012

**The Digital Workplace: Maximizing the Benefits - Minimizing the Risks**

New York, NY

January 24, 2012

**Financial Services HR Roundtable: Employment Agreements for Financial Institutions**

New York, NY

October 11, 2011

**The UK Bribery Act in the U.S.**

September 15, 2011

**Japanese Companies & U.S. Employment Law Liability: How to Avoid Court and Stay Out of the Headlines**

New York, NY

September 13, 2011

**Defensive Writing Skills: Email and Social Networking**

New York, NY

March 23, 2011

**New York Benefits Summit**

New York, NY

February 10, 2011

**The Rising Tide of Retaliation and Whistleblower Claims: What It Means for Employers**

New York, NY

October 20, 2010

**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: Trent Sutton, 2021
- Chapter 21: International Labor and Employment Law, *International Corporate Practice: A Practitioner's Guide to Global Success*, Practising Law Institute, Chapter Co-Authors: Stefan Marculewicz, Joseph Lazazzero, Trent Sutton, and Philip Gordon, 2012
- Handbook on International Employment Law, *American Bar Association*, Co-Authors: Thomas Mueller-Bonanni, Anders Etgen Reitz, 2008