Trent M. Sutton

Managing Partner-Singapore | Singapore Registered Foreign Lawyer

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Practice Areas

International Employment Law
Discrimination and Harassment
Handbooks and Policies

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. Littler partners 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, Employment: International, *Chambers Asia-Pacific*, 2026
- Named, Stand-out Lawyer, *Thomson Reuters*, 2023-2025
- Ranked, Labour & Employment, Recommended, *Lexology Index*
- Recommended, Labour, Employment & Benefits, *Who's Who Legal*, 2018, 2020, 2023-2024
- Named, Client Service All-Star, *BTI Consulting Group*, 2024
- Named, Attorneys of the Year, Leader in Law, *The Daily Record*, 2018
- Named, Super Lawyer, Upstate New York, *Super Lawyers*, 2013-2018

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

Languages

Korean

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

Publications & Press

Littler Lounge on Location: Executive Employer Conference – One More Round of Insights (Part 2)
Littler Podcast
May 21, 2026

Littler's APAC Regional Office in Singapore and Managing Partner Trent Sutton Earn Recognition in 2026 Chambers Asia-Pacific Guide
Press Release
December 11, 2025

The Global Guide Quarterly (Quarter 1, 2025)
Littler Global Guide Quarterly
April 23, 2025

10 Things Employers Should Know About Korean Labor Law
Littler ASAP
March 25, 2025

The Global Guide Quarterly (Quarter 4, 2024)
Littler Global Guide Quarterly
January 23, 2025

Wage Transparency and Pay Equity Issues in Asia
Littler Podcast
October 2, 2024

Flexible Work Marches on in Asia
Littler ASAP
June 26, 2024

Three Things to Consider when Dismissing Employees in Asia
Littler Podcast
May 22, 2024

Littler Expands Asia-Pacific Capabilities with Addition of Korea, Hong Kong and Malaysia-Qualified Lawyers to APAC Regional Office in Singapore
Press Release
October 16, 2023

COVID-19: APAC Lockdown Restrictions (July Update)
Littler Report
July 27, 2022

Littler Global Guide - Singapore - Q2 2022
Littler Global Guide Quarterly
July 18, 2022

Littler Global Guide - Singapore - Q4 2021
Littler Global Guide Quarterly
January 19, 2022

Five Key Questions to Formulate a Top-Down Strategy for APAC Layoffs
ACC Docket
January 3, 2022

Littler Global Guide - India - Q2 2021
Littler Global Guide Quarterly
July 19, 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 ASAP
April 28, 2020

The Next Normal: A Littler Insight on Returning to Work – Some Lessons from Asia
Littler ASAP
April 27, 2020

SOUTH KOREA: COVID-19 (Coronavirus) – Employer FAQs
Littler ASAP
March 23, 2020

Coronavirus: What are an Employer's Obligations in Various Asian Countries?
Littler ASAP
February 11, 2020

The Coronavirus: Specific Issues for the Chinese Workforce
Littler ASAP
January 31, 2020

Littler Expands into Asia with Singapore Office
Press Release
November 12, 2019

Littler Celebrates 10 Years in Rochester
Press Release
October 29, 2019

Littler Shareholder Jacqueline Phipps Polito Appointed Rochester Office Managing Shareholder
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 ASAP
February 12, 2019

Littler's Maggie Clemens and Trent Sutton Named Attorneys of the Year
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 ASAP
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
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 ASAP
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 ASAP
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 ASAP
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 ASAP
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 ASAP
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
Press Release
April 14, 2014

Split Payroll And Alternatives For Expatriates And Cos.
Law360.com
February 5, 2014

Littler Elevates 16 Attorneys to Shareholder
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 ASAP
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 ASAP
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

Events & Speaking Engagements

Employee Relations: Helpful Tips and Tricks for In-House Counsel
Association of Corporate Counsel (ACC) Singapore
May 26, 2026

2024 APAC Regional Employer Conference
Singapore
September 25, 2024

From Myth to Reality: Addressing the Strategies for Consistency in Handbooks Globally
Littler Executive Employer Conference, Phoenix, AZ
May 8, 2024

Managing Unfair Competition: Critical Practices for the Employer in Asia
Singapore
March 27, 2024

Eliminating Forced Labor in your Workforce and Supply Chains - A Discussion on Traditional and Innovative Practices
November 10, 2023

How Employment Law Developments in the U.S. and E.U. Impact Employers in Thailand
Bangkok, Thailand
June 6, 2023

Broken Hearts and Lonely Hearts: Answering the Hard Questions About Implementing APAC RIFs and Remote Work
Singapore
February 15, 2023

Hiring Contingent Workforce – Deep Dive into Unique Considerations in APAC Countries
November 30, 2022

Hot Topics in Employment Law for APAC HR/Counsel: A Focus on Business & Human Rights, Developments in Diversity Equity and Inclusion, and Retrenchments
Singapore
October 26, 2022

Employment Investigations in APAC: Steering Clear of the Quagmire
Singapore
May 26, 2022

Unique Considerations for Engaging Freelancers in APAC and LATAM
April 28, 2022

Unique Considerations for Engaging Freelancers in APAC and LATAM
April 27, 2022

International Employment – What Global Benefits Professionals Should Know
Global Benefits Fundamentals, International Foundation of Employee Benefit Plans
November 30, 2021

Restructuring Your Workforce in APAC: War Stories from the Trenches
Singapore
September 23, 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 27, 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
Rochester, 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
Rochester, NY
February 28, 2018

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

Hot Topics in International Labor and Employment Law
Chicago, IL
May 19, 2016

Can Multinationals Introduce Global Employment Policies? The Challenges in Practice
Ajia Half Year Conference, Chicago, IL
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
Rochester, NY
March 15, 2016

2016 Employee Benefits Update - Rochester
Rochester, NY
January 28, 2016

Violence in the Workplace
Rochester, 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
May 11, 2015

Burning Issues in Employment - Lessons From The U.S.
May 5, 2015

Managing Leaves of Absence: The Interplay of the FMLA and ADA
Rochester, NY
March 3, 2015

Annual NY Legal Update: The Top Employment and Labor Issues Affecting New York Employers
Rochester, 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
Rochester, NY
October 14, 2014

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

The Impact of the 2012 Elections on Labor, Employment and Benefits Law
Rochester, NY
January 24, 2013

Leave Me Alone: Handling FMLA Leave Abuse and Post-FMLA Accommodation
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
Rochester, 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
Rochester, 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
Rochester, NY
January 28, 2010

Human Resource Requirement for Non Profits
Arts & Cultural Council for Greater Rochester
2009

Books & Book Chapters

- Catalyzing Women's Advancement into Decision-Making Roles in Indonesia's Banking and Fintech Sectors, *Women's World Banking*, Contributing Author, May 2, 2023
- 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