

Global Human Capital and Compliance

Clients approach King & Spalding's Global Human Capital and Compliance team when they want to take a practical, strategic and commercial approach to global workforce issues.

We know that multinational clients operate as coordinated global brands, and not a collection of different employers from different countries. We understand the premium placed on good corporate citizenship and we appreciate the risks and commercial realities of operating a global business.

Our team has deep experience partnering with our clients to implement business changes that impact their people — modifying workforce structures, entering new markets, or applying a unified corporate culture across a global workforce.

At its core, our Global Human Capital and Compliance team helps clients develop and implement centralized and consistent global solutions to their workforce compliance, risk, growth and management challenges.

We design workforce systems, processes and documents that address the myriad of evolving US and international labor and employment legal compliance requirements; assist multinational companies implement business-driven changes across their global workforce; develop commercially driven and lawful compensation, incentive arrangements (cash and equity) and benefit plans and policies to recruit, manage and retain high-performing and diverse global talent; manage day to day local, regional and global workforce issues and risk; and investigate and address employee misconduct.

The key element that differentiates us from our competitors is our centralized model and the experience and credentials of our team. We have an integrated team of highly experienced partners who have dealt with more than 500 multijurisdictional workforce projects

Capability Lawyers



Darren G. Gardner
San Francisco



Dominic Hodson
San Francisco



Luke A. Edwards
Sydney



Jake Downing
Chicago

Recognition

Member of the team ranked Band 3 Labor & Employment in NY

CHAMBERS USA, 2020

Member of the team ranked Band 1 Labor and Employment in Georgia

CHAMBERS USA, 2020

Members of the team ranked as Noted Lawyers in Employee Benefits, executive comp, and retirement plans: transactions

covering 170 countries for some of the world's largest companies. We use a central point of contact partner led client team - to ensure efficiency and consistency and to capture and apply our experience and institutional knowledge. Our international employment experience, particularly across Asia, is second to none.

Our deep experience really counts as we are able to anticipate and address the hurdles across multiple legal jurisdictions at one time. We don't just provide information, we address the actual issues in the context of our clients' business goals. The scope of our experience is very broad and our advice is commercially driven, covering the full employment life-cycle for complex transactional, strategic, and compliance workforce matters.

Transactional

Employment and labor issues arising from cross-border mergers and acquisitions, spinoffs, joint ventures and outsourcings:

- HR due diligence
- international employment structures
- advice regarding union and/or works council consultation
- business transfer issues
- post-transaction workforce integration issues

Strategic

Strategic and commercial HR arrangements:

- employment and contingent workforce arrangements and structures - including for remote work
- retirement, health and benefit plans
- confidential information and IP issues
- executive compensation and equity plans
- international assignment/ transfer structures
- general retention and and compensation arrangements - including commission and bonus arrangements
- non-compete/non-solicitation arrangements
- terminations—complex individual and large-scale reductions in force;

Compliance

Multijurisdictional compliance-related employment law issues:

- employment documents, workplace policies, handbooks and company regulations
- working hours/overtime
- leave entitlements and requirements
- health & safety

Member of the team has won more than 30 international and US awards including International Attorney of the Year

- privacy & data protection, including protection of employers' proprietary and confidential information
- anti-discrimination and harassment issues
- corporate compliance measures such as codes of conduct, whistleblowing, and anti-bribery programs
- management of employee grievances/claims

Cases & Deals

July 7, 2025

King & Spalding Is Representing Northlane Capital Partners in the Sale of The Difference Card

June 24, 2025

King & Spalding Is Representing ABG in Its \$125 Million Acquisition of AluChem

June 11, 2025

King & Spalding Advised ThreatQuotient in Its Acquisition by Securonix

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Insights

CLIENT ALERT

September 29, 2025

DOL Issues Advisory Opinion on Default Investment in Guaranteed Lifetime Income Products in Defined Contribution Plans

CLIENT ALERT

August 11, 2025

Executive Order Seeks to Promote Incorporation of Alternative Assets in 401(k) Plans

CLIENT ALERT

July 15, 2025

Worksite Enforcement Operations: A Renewed Focus for the Second Trump Administration

[VIEW ALL](#)

Events

SPEAKING ENGAGEMENT

November 13, 2025

J. C. Boggs to Speak at the 30th Parliamentary Intelligence-Security Forum

WEBINAR

June 17, 2025

Power Shifts: Navigating New Frontiers in Energy Regulation and Critical Minerals Policy

SPEAKING ENGAGEMENT

November 19, 2024

Moritz Heidbuechel to Speak at FutureLend 2024

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News

IN THE NEWS

November 14, 2025

Dave Powell, Jonathan Talansky, John Lisy, Greg Goldman, Anne Dana, Julia Schmidt, Kari Gardiner, Ava Parisi and Samuel Rubinstein advise Douglaston Development, which was selected to build 590 units of high-quality, mixed-income housing at Gansevoort Square in Manhattan

IN THE NEWS

September 11, 2025

Tom Ahlering provides advice for employers looking to get ahead of future AI regulations

IN THE NEWS

August 22, 2025

Jennifer Neilsson and Justin King discuss President Trump directing the U.S. Department of Labor and the SEC to review regulations and guidance to help retirement savers access investment products

[VIEW ALL](#)
