



Nan Sato, CIPP/E, CIPP/C

Partner

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Email



Service Focus

- Consumer Privacy Team
- Global Mobility
- International
- Mergers and Acquisitions
- Privacy and Cyber
- Workplace Investigations

Industry Focus

- Sports
- Education
- K-12 Institutions

Trending

- U.S. Privacy Hub

Languages

- Japanese
- Mandarin Chinese
- Spanish

Overview

Nan Sato is head of Fisher Phillips' Tokyo office and the co-chair of the firm's International Practice Group. She advises international companies on employment matters around the globe. She is a Certified Information Privacy Professional/Europe and Canada (CIPP/E & CIPP/C), and also has extensive experience in the labor and employment law aspect of sports.

Nan regularly represents U.S. companies operating abroad as well as foreign companies who are looking to expand into the U.S. market. Clients see Nan as a partner in strategically setting up

borderless workforces and navigating legal issues arising out of their global operations. She has extensive experience in analyzing and minimizing the risks of international remote working arrangements.

She frequently advises employers on their international employment issues in Asia, Europe, the Middle East, Canada, and Latin America. She counsels clients globally on establishment of new international operations, M&A-related employment and data privacy issues, termination processes, international labor relations, global pay equity audits, as well as cross-border employment disputes.

Nan's clients are from a variety of industries including manufacturing, finance, trading, biotech, technology, entertainment, fashion, and education. In the sports industry, Nan has worked with governing bodies, clubs, sponsors, and promotional agencies in their contract negotiations and dispute resolution. She has represented clients in front of the Court of Arbitration for Sports and the FIFA Dispute Resolution Chamber in various employment disputes.

Nan is a frequent speaker on cross-border legal issues and regularly writes on international employment topics. Additionally, Nan lectures on employment issues in eSports at the Spain-based Higher Institute of Law and Economics (ISDE) and serves on the editorial board of LawInSport. She is experienced in internal whistleblower investigations both in a sports context and a traditional corporate context.

**Nan is a Registered Foreign Lawyer licensed to practice law in Japan.*

Credentials

Education

- J.D., 2012, *cum laude*, University of Illinois College of Law
- B.A., 2008, *summa cum laude*, Temple University

Bar Admissions

- New Jersey
- New York
- Pennsylvania

Recognitions

- *Chambers USA*, Labor & Employment (2022-2024)

Affiliations

Professional Activities

- Board of Governors, Philadelphia Bar Association
- Lecturer, Master in International Sports Law, ISDE Law Business School
- Member, American Bar Association Labor & Employment Section
- Member, AIJA
- Member, Sports Lawyers Association
- Member, Women In Sports Law
- Member, LawInSport
- Member, Inter-Pacific Bar Association
- Member, Philadelphia Bar Association
- Member, American Sailing Association
- Member, International Employers Forum

Community Activities

- Advisor, Chester County Economic Development Council, Diversity Equity & Inclusion Committee
- Board Secretary and Executive Committee Member, Japan American Society of Greater Philadelphia
- Board Member, Japan Society of Greater Philadelphia

Insights

INSIGHTS

04/22/25

Japan Takes Big Step to Support Working Parents: What Employers Need to Know

Meilin Ng Canova, Nan Sato

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Kile E. Marks, Vivian Isaboke, Nan Sato

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Nan Sato, Meilin Ng Canova, Elissa Noujaim Pinto

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Partner Discusses Compliance with DOJ's New Data Transfer Restrictions

Nan Sato

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Edwina C. Kye, Nan Sato

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Nan Sato, Edwina C. Kye

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Sheila M. Abron, Kathleen McLeod Caminiti, James C. Fessenden, Lonnie D. Giamela, Monica Snyder Perl, Sarah Wieselthier, Jacklin Rad, Nan Sato

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Nan Sato

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NEWS

02/26/25

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Sheila M. Abron, Kathleen McLeod Caminiti, Lonnie D. Giamela, Regina A. Petty, Raymond W. Perez, Jennifer B. Sandberg, Nan Sato, Jeffrey Shapiro

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NEWS

02/07/25

Republished Insight: What Businesses Need to Know About DEI in the Trump Era: FAQs for Employers

Sheila M. Abron, Kathleen McLeod Caminiti, Lonnie D. Giamela, Regina A. Petty, Raymond W. Perez, Jennifer B. Sandberg, Nan Sato, Jeffrey Shapiro

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