Nicole Sutter

Associate
Attorney at Law

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Nicole Sutter is an Associate in Pestalozzi's Employment & Pensions Group, Immigration Group and Corporate / M&A Group in Zurich. Her practice focuses on employment, immigration and pensions law, as well as general contract law.

She advises Swiss and international clients on domestic and cross-border employment matters, including incentive compensation plans, employment agreements and personnel regulations, individual and collective dismissals, restructurings and the employment and pension aspects of M&A transactions. She also represents clients in employment disputes before conciliation authorities, labour courts and higher courts.

Nicole Sutter advises and represents clients across a broad range of industries, including banking, insurance and financial services, technology and IT, life sciences and healthcare, commodities, construction and engineering, and transport.

Her experience includes:

Representing an asset manager in a complex employment litigation brought by a former senior employee concerning bonus, overtime and working-time claims, as well as abusive dismissal.

Representing an international financial institution in a proceeding concerning alleged gender-based discrimination in pay, career progression and termination under the Swiss Gender Equality Act.

Advising Swiss entities of a global life sciences group on employment matters, including employment agreements, personnel regulations and terminations, as well as restructurings and

collective dismissals.

Advising Swiss and international employers on the design and implementation of incentive compensation plans, including bonus schemes, employee share and option plans, and retention arrangements.

Advising buyers and sellers on the employment and pension aspects of domestic and cross-border M&A transactions, including due diligence and the transfer of employees.

Advising international companies on Swiss immigration law, including intra-group transfers of managers and specialists from non-EU/EFTA countries and postings of workers to Switzerland.

Nicole Sutter graduated from the University of Zurich with a Master of Law in 2020. She subsequently worked as a Junior Associate at Pestalozzi and as a Court Trainee and Law Clerk at the District Court of Meilen. She was admitted to the Swiss Bar in 2023 and rejoined Pestalozzi as an Associate the same year.

Career

2023	Admitted to the Swiss Bar (Zurich) Associate at Pestalozzi
2022	Law clerk at the District Court of Meilen (ZH)
2021	Court Trainee at the District Court of Meilen (ZH)
2020	Junior Associate at Pestalozzi Graduated from University of Zurich (MLaw)
2018	Graduated from University of Zurich (BLaw)

Languages

- German
- English

Practice Areas

- Corporate / M&A
- Employment & Pensions
- Litigation & Arbitration

Membership

- Swiss Bar Association (SAV)
- Zurich Bar Association (ZAV)