



## Sang Hoon LEE

### Partner

Mr. Sang Hoon LEE is the head of Lee & Ko's Employment and Labor Practice Group, and renowned international legal publications such as AsiaLaw, Chambers Asia, Legal 500 and Who's Who Legal have consistently recognized Mr. Lee as one of the top employment and labor lawyers in Korea.

Hanjin Building 63 Namdaemun-ro,  
Jung-gu, Seoul 04532, Korea  
Direct) +82-2- 772-4345  
Fax) +82-2-772-4001/2  
E-mail) sanghoon.lee@leeko.com

### AREAS OF PRACTICE

Labor & Employment. Corporate M&A

### EDUCATION

University of Washington School of Law -  
LL.M.: 1997  
Judicial Research & Training Institute,  
Supreme Court of Korea: 1992  
Seoul National University Graduate School  
of Law - LL.M.: 1987  
Seoul National University College of Law -  
LL B.: 1985

### WORK EXPERIENCE

Lee & Ko: 1992 - Present  
Advisory Attorney to the Ministry of Employment  
and Labor: 2016 - Present  
Labor Law Practice Study Institute, Supreme Court  
of Korea, Member and Editor: 2005 - Present  
Corporate Environment Improvement Practice  
Commission, Ministry of Justice: 2005  
Kelly, Drye & Warren, LLP, New York: 1997 - 1998

### ADMISSIONS

Admitted to bar, Korea: 1992  
Admitted to bar, New York: 1998

### LANGUAGES

Korean and English

With over 25 years of experience, Mr. Lee has a proven track record of providing effective and practical advice to clients regarding the full range of matters involving the Korean employment and labor laws. Mr. Lee has advised clients on matters regarding both individual employment relationships (*e.g.*, employment agreements, termination, wages, etc.) and collective labor relationships (*e.g.*, collective bargaining agreements, strikes, crisis management, etc.). He has also successfully represented many multinational and domestic clients in matters pertaining to employment agreements, changes to work rules, sexual harassment investigations, employment discrimination litigations, general compliance matters, employee discipline and terminations, layoffs, wage and hours, leaves, severance pay, pension and benefit, non-competition, employee privacy, temporary or dispatched worker, unjust labor practice, labor unions relations, employee transfers, mergers and acquisitions, and corporate restructuring. For example, in Samsung's sale of its HDD business (valued at US\$ 1.5 billion) to Seagate, Mr. Lee was appointed by Samsung Electronics as its sole advisor for HR-related issues and contributed to the successful completion of the deal. Mr. Lee also played a key role in the successful injection of US\$ 4 billion of government funds by the Korea Deposit Insurance Corporation ("KDIC") into six Korean banks during the Asian financial crisis in 2000. During negotiations among the KDIC, the banks and the labor union regarding the issues of restructuring and employee withdrawal from the union, he provided various legal advice to the KDIC, which enabled injection of government funds and revived Korean banks.

### AWARDS

Selected as "Band 1" or "Leading" Lawyer in Labor & Employment by major international legal publications:

- Chambers Asia
- Asia Law
- Legal 500 Asia Pacific
- Who's Who Legal
- Cross-Border Labor and Employee Handbook

### PUBLICATIONS

- "Breaking the Just-Cause Barrier: Termination of Poor Performance under Korean law" for the KBLA's Value Chain Magazine, April 2017
- Published "Underperforming Employees: Changes to Management Measures & the Disadvantageous Changes to the Rules of Employment," Nodong-Bup-Yul, Vol. 307, December 2016
- "Commentaries on the Labor Union and Labor Relation Coordination Act," (2015)
- "Commentaries to Labor Standards Act" (2010)
- "Whistle-Blowing and Employment Discipline," (Korea Listed Companies Association, 2011)
- "Comparative Legal Study on Non-Competition Clause in Employment Agreement in U.S., Japan, and Korea," (Submitted to Asian Law Program, University of Washington School of Law, 1997)