

Anthony Chang

Senior Foreign Attorney

[Member of Missouri, New York & Massachusetts Bars]



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Anthony Chang is with the Labor and Employment Practice Group at Bae, Kim & Lee LLC. He has a wide range of experience in HR matters both as in-house and as outside counsel. Prior to rejoining BKL, Anthony was the head of the Korea law department for a multi-national corporation (Fortune 100) as well as a member of the senior management team for the Korean affiliate. His work experience both in-house, with a strong business perspective, and with law firms in Korea and the U.S. helps bridge the gap in helping to find practical solutions to complex and uncertain HR and corporate issues. He is admitted in New York, Massachusetts and Missouri and has over 19 years of legal experience in Korea, the U.S. and Hong Kong.

Qualifications

1998	Admitted to the bar in Massachusetts State
1995	Admitted to the bar in New York State
1994	Admitted to the bar in Missouri State

Education

1994-1995	J. William Fulbright Research Scholar
1993	University of Missouri-Columbia School of Law (J.D.)
1988	University of Missouri-Columbia (B.A.)

Experience

2014-present	Senior Foreign Attorney, Bae, Kim & Lee LLC
2009-2011	Senior Counsel, Philip Morris International (Asia Regional HQ-International Assignment in Hong Kong)
2005-2014	Executive Director, Law Department, Philip Morris Korea Inc.
2001-2005	Foreign Legal Adviser, Bae, Kim & Lee LLC
2000-2001	Associate, Schulte Roth & Zabel Law Firm (New York)
1998-2000	Associate, Peabody & Arnold Law Firm (Boston)
1995-1997	Counsel, Law Department, Samsung Group Chairman's Office
1995-1997	Visiting Professor, Hankuk University of Foreign Studies



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Practice Areas

Corporate

Employment & Labor

Antitrust

Foreign Investment

Mergers & Acquisitions

Representative Matters

Assisted many foreign companies with all employment matters related to setting up offices in Korea including visas, employment agreements, company rules of employment, review of internal policies, etc.

Advised on restructuring of Korean subsidiaries of foreign companies including negotiations with labor unions and dismissals for redundancies

Advised on outsourcing, non-regular workers (contract, dispatched and service) and organizational structuring

Advised and assisted foreign companies with internal investigations for fraud, embezzlement, sexual harassment, bribery and FCPA compliance and other breaches of policies and laws

Advised multinational companies in their disputes and litigations in Korea including for defense of wrongful dismissal claims, wage claims, unfair labor practice claims and defending investigations by Korean governmental authorities (including Labor Ministry, National Tax Service, Korean Fair Trade Commission and Public Prosecutor)

Associations

Missouri, New York, Massachusetts bar Association
