



Jae-Hoon CHOI

Partner

Mr. Jae Hoon CHOI is a partner at Lee & Ko and focuses his practice primarily on the fields of employment and labor law and the Japanese corporate practice.

With 10 years of experience, Mr. Choi has advised key domestic and foreign clients in matters that span the entire spectrum of employment and labor-related matters including, but not limited to, those pertaining to individual employment agreements, the establishment of corporations, and major corporate restructuring (*e.g.*, mergers and acquisitions, split-offs, business transfers, reduction-in-force). He has also conducted numerous legal due diligences, and therefore, is particularly knowledgeable in the practical areas of non-compliance that clients may often overlook or may not be fully aware of the risk associated thereto. Moreover, Mr. Choi has provided counseling and assistance to his many clients to effectively respond to aggressive labor unions and their potentially crippling industrial actions.

As a skilled litigator, Mr. Choi has also represented domestic and foreign clients successfully in court. Mr. Choi's experience again spans the full range of issues related to employment and labor laws including, but not limited to, wrongful termination litigations, disputes over hours and wages, disputes arising out of complex corporate transactions (*e.g.*, mergers, spin-offs, business transfers), and claims over industrial accidents, national insurances, wage peak system and the implementation thereof, unlawful changes to working terms and conditions, and unfair labor practices. Some of Mr. Choi's cases are now considered to be the leading cases for the particular issues that were involved in the cases.

Mr. Choi is actively involved in advancing the theory of employment and labor law, and he demonstrates this passion for the field by conducting lectures at various academic and educational institutions in Korea and abroad. He also proactively conducts and publishes research on the comparative studies between the employment/labor laws of Korea, the United States, Japan, and other Asian countries.

Recent Publications / Presentations / Lectures

- "Comments and Interpretations: Recent Decisions on Employment Transfers in Corporate Spin-Offs", Seoul Japan Club Management News (2013)
- "Disputes over the Scope of Ordinary-Wage," Shoji Homu (Japan), November 2014
- Lectures on "M&A and Labor & Employment", Korea Management Association (2015, 2016, 2017)
- "Major Labor Policies of Moon Administration," ECCK (2017)

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AREAS OF PRACTICE

Labor & Employment, Japan Practice,
Labor & Employment Litigation
Mergers & Acquisitions,
Litigation & Arbitration,
International Trade, Foreign Investment
Insolvency & Restructuring

EDUCATION

Judicial Research and Training Institute,
Supreme Court of Korea: 2008
Yonsei University Graduate School of Law -
LL.M.: 2001
Yonsei University College of Law - LL.B.:
1998

WORK EXPERIENCE

Lee & Ko: 2008 - Present
Nagashima Ohno & Tsunematsu (Tokyo):
2014-2015
Keio University Law School, Visiting Scholar:
2013-2015

ADMISSIONS

Admitted to bar, Korea: 2008

LANGUAGES

Korean, English, and Japanese