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AREAS OF PRACTICE

Labor & Employment
Tax
Construction
Environment, Health, and Safety

EDUCATION

Washington University in St. Louis School of
Law - LL.M. in Taxation: 2013
Washington University in St. Louis School of
Law - J.D. : 2012
Cornell University - B.S. (Operations
Research & Industrial Engineering): 2006

WORK EXPERIENCE

Lee & Ko: 2014 – Present
Hyundai Heavy Industries Co., Ltd.: 2013
Bryan Cave, LLP: 2012 - 2013
St. Louis Circuit Attorney's Office: 2011
22nd Judicial Circuit Court of Missouri (St.
Louis) – Judicial clerk for the Honorable
Edward W. Sweeney: 2010 - 2011

ADMISSIONS

Admitted to bar: New York: 2012

LANGUAGES

Korean and English

William (Woojong) KIM

Senior Associate

William KIM is a foreign attorney and member of the Labor & Employment Group.

Prior to joining Lee & Ko, Mr. Kim served as a corporate in-house counsel for Hyundai Heavy Industries (HHI). At HHI, Mr. Kim assisted in protecting the company's legal interests throughout all phases of its multi-billion dollar construction projects in the Middle East, advising on local content laws, EPC terms and conditions, joint-venture negotiations, and international commercial disputes.

In the U.S., Mr. Kim worked as an associate at Bryan Cave, LLP as part of its Tax and Employee Benefits & Executive Compensation Groups. His experience covers issues involving international/cross-border employee stock options, ERISA litigation, and Section 409A compliance.

During his law school education, Mr. Kim was a judicial clerk for the Honorable Edward W. Sweeney of the 22nd Judicial Circuit Court of Missouri (St. Louis), and a Rule-13 assistant at the St. Louis Circuit Attorney's Office. Mr. Kim has also served as an executive board editor for the Washington University Global Studies Law Review.

Mr. Kim is admitted to the New York State Bar.

Key Experiences

- Assisted in litigations, hearings, investigations, and settlements before the Korean Labor Relations Commission.
- Represented a Fortune 500 manufacturer of motion and control technologies in a cross-border internal investigation of potential FCPA and internal policies violations, and conducted employee interviews, advised on disciplinary actions, and served as liaison between the Korean and US offices.
- Assisted (e.g., depositions, documentation reviews, memorandums) in the defense of a global insurance provider against criminal charges including misappropriation of personal information, public official bribery, and destruction of evidence.
- Conducted internal investigations for a worldwide insurance corporation and a global software devices/services company regarding claims of sexual harassment filed internally against its executives or to the National Human Rights Commission.
- Assisted a British multinational insurance provider in the termination of its Asia-Pacific Regional HR Manager, conducting employee interviews in both Korean and English and drafting subsequent documents required for separation.
- Advised a US international healthcare company and a global logistics company during collective bargaining negotiations (e.g., time frame, negotiation bargaining chips, and anticipated demands and responses

thereto) with their respective local unions.

- Performed due diligence analyses for multiple international asset purchase deals and business transfers and advised the client representatives on both the legally required and practical steps for successful transfer of employees and benefits.
- Drafted employment rules, employment contracts, benefits summaries, separation agreements, and other employment-related materials to be used as global templates for multinational corporations in the transportation, clothing, and airline industries.

Publications / Speaking

- Publication: "Breaking Down the Just-Cause Barrier: A Systematic Approach of Securing Greater Flexibility in Managing Poor Performing Employees," Legal 500 (August 2016)
- Speaker: Korea Business Leaders Alliance Seminar (October 13, 2016), "Hiring & Dismissing Key Personnel"