



Hyo Jin BAE

Foreign Attorney

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Profile

Education

George Mason University
Antonin Scalia Law School
(J.D., 2008)
Seoul National University
(B.B.A and B.A. in Western
History, 2005)

Qualifications

Admitted to bar, Virginia
(2008); D.C. (2012)

Languages

Korean and English

Areas of Expertise

Labor & Employment
Anti-Corruption & Corporate
Compliance

Hyo Jin Bae is a foreign attorney at Kim & Chang's Labor & Employment Practice and ESG Practice. Ms. Bae advises multinational corporations on all aspects of employment and labor matters. Within the firm's ESG practice, Ms. Bae advises Korean multinational corporations on a range of ESG issues, particularly focusing on human rights and supply chain sustainability in light of the evolving global regulatory landscape.

Prior to joining Kim & Chang in 2022, Ms. Bae spent more than a decade at the United Nations, where she provided legal advice on employment and internal compliance matters, conducted internal investigations, and managed complex procurement projects. Ms. Bae also has experience working at law firms in the US, where she advised clients on diverse employment law issues and represented clients in employment disputes.

Ms. Bae received her B.A. in Business Administration and Western History from Seoul National University in 2005, and her J.D. from George Mason University's Antonin Scalia Law School in 2008. She is admitted to the Virginia bar and the District of Columbia bar.

Experience

- Kim & Chang (2022-Present)
- United Nations (2011-2022)
- Berry & Berry (2010-2011)
- Bertini, O'Donnell & Hammer (2008-2010)

Representative Activities

Publications/Activities

- Minimum Wage Law in the United States, International Labor Brief (Korea Labor Institute, 2012.8.)
- The Worker Adjustment and Retraining Notification Act (WARN), International Labor Brief (Korea Labor Institute, 2012.3.)
- Obama Administration's Job Creation Initiative, International Labor Brief (Korea Labor Institute, 2011.11.)

- Employment Law Governing U.S. Government Contractors, International Labor Brief (Korea Labor Institute, 2011.9.)
- Class Action Sex Discrimination Lawsuit: Wal-Mart v. Dukes, International Labor Brief (Korea Labor Institute, 2011.7.)
- Family and Medical Leave Act of 1993, International Labor Brief (Korea Labor Institute, 2011.5.)
- The Controversy over Wisconsin Budget Repair Bill and Its Impact on Collective Bargaining, International Labor Brief (Korea Labor Institute, 2011.3.)
- Whistleblower Protection Laws in the United States, International Labor Brief (Korea Labor Institute, 2011.1.)
- “Plaintiff’s Perspective in Federal Court.” 19th Annual Employment Law Update (Co-author, Virginia CLE, 2010)