

## Employment & Labor Law Practice

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Our Employment & Labor Law Practice Group advises on a comprehensive range of labor matters, including human resources, employee benefits and compensation, and social security and regulations. We handle the labor law aspects of complex business transactions, and also represent clients in labor disputes and litigation. We serve diverse clients, including companies, boards of directors, board committees, management teams, executives, and business owners.

With our history of engaging in a broad variety of labor matters, we are able to provide effective, practical, and innovative advice based on the latest developments and risks in labor law, other relevant laws, and business practices. We also work seamlessly with lawyers from all our Practice Groups to provide a one-stop, full-service solution for clients in connection with all types of business transactions and disputes.

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MORI HAMADA & MATSUMOTO



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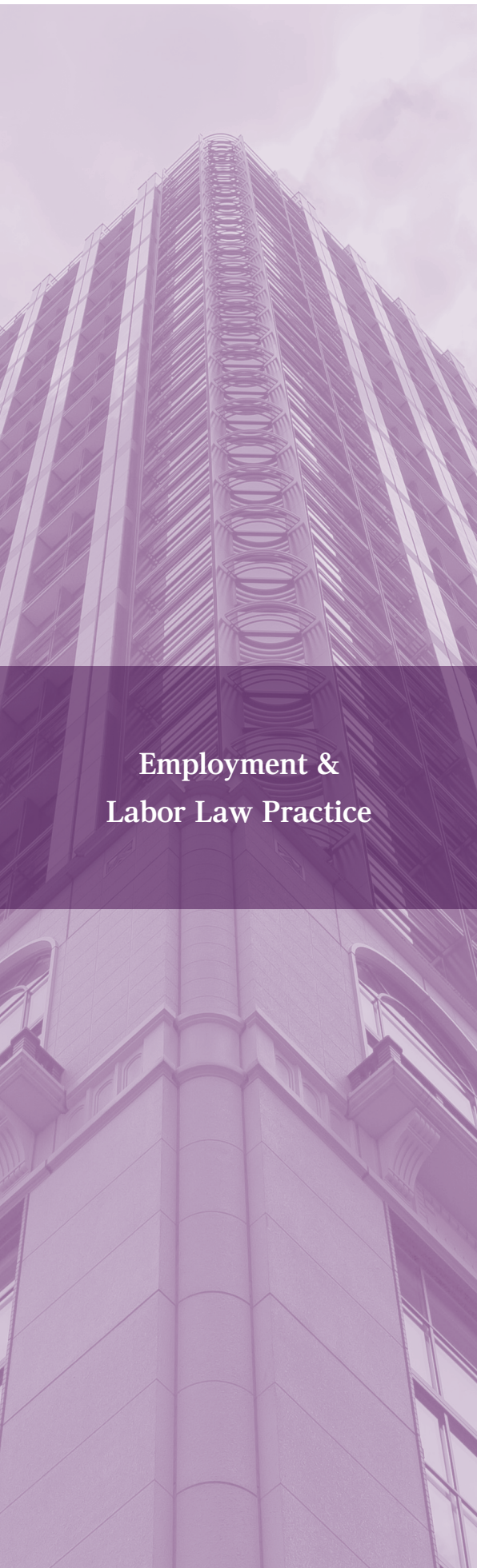
# Dispute Resolution

The labor law-related risks faced by businesses are growing by the year and the risks cannot be ignored by businesses of any size or industry. In addition, many judicial decisions are being handed down that do not follow past practice and settled interpretations, evidencing significant changes in the theory and interpretation of labor law. Now more than ever, businesses must rethink their labor relations, uncover latent risks relating to labor law, and work to prevent disputes.

We have a long history of experience in litigation and other forms of dispute resolution. Our Employment & Labor Law Practice Group, together with our litigation specialists, provides advice to prevent and resolve disputes and litigation relating to labor matters.

## Dealing with Complex Cases (M&A, Business Restructuring, Cross-Border Cases, etc.)

As business becomes more global and complex, expertise is needed to assess legal risks that run across multiple areas of the law in multiple jurisdictions. We take advantage of our strengths as a one-stop, full-service law firm and work seamlessly with lawyers from all our Practice Groups to provide advice efficiently in matters that require experience in areas such as tax, intellectual property, and overseas jurisdictions. We assist with a wide range of complex business transactions, providing advice in respect of labor matters and helping to identify and address risks that involve multiple legal disciplines. These types of transactions include M&A, investments, restructurings and bankruptcies, and include both local and cross-border transactions.



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## Labor Advice

Effective legal counsel on labor law issues requires knowledge not only of the law but also of the various issues that can arise in the course of actual frontline business activities, i.e., a fundamental understanding of workplaces and work practices is essential for any lawyer who practices in the field of labor law.

Our Employment & Labor Law Practice Group has experience in the corporate world and aims to offer the best possible practical advice, with appropriate consideration given to risk factors. We emphasize close communication with our clients and actively provide labor-related advice on a regular basis, regardless of whether the matter in question is large or small.

## Labor Law Compliance

In recent years, the field of labor law has evolved quickly with laws and regulations being frequently revised and new judicial precedents being handed down. Corporations in particular need to respond adeptly to these constant shifts, and corporate management can avoid labor-related problems by remaining alert to these changes. Our Employment & Labor Law Practice Group assists our clients in the area of personnel management by providing information on new trends in labor law via a variety of media sources on a regular basis.

The tenets of labor law must be practiced in the workplace. But full compliance with labor law is not possible when only senior executives understand it; managers in the workplace must have a thorough grasp, too. Accordingly, our Employment & Labor Law Practice Group holds in-house corporate seminars that offer straightforward commentary on laws and regulations, judicial precedent, and legal doctrine to assist clients with their efforts to ensure that labor law compliance is thoroughly observed by officers and employees alike.

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