

ASIA PACIFIC EMPLOYERS' FORUM

16 May 2024

Swissôtel The Stamford, Singapore



Jonathan Isaacs

Asia Pacific Chair, Employment & Compensation, Hong Kong
jonathan.isaacs@bakermckenzie.com

Jonathan Isaacs heads Baker McKenzie's Asia Pacific and China Employment Practice. Jonathan is listed as a leading lawyer for China employment law in various legal publications and has shared insights on labor and employment issues with many publications and media outlets, including The Financial Times, The Wall Street Journal, Washington Post, LA Times, Reuters, The Economist Intelligence Unit, Voice of America, RTHK, LA Times and Fortune Magazine. He has also co-authored the leading treatise on Chinese employment law in English, *Employment Law & Practice in China*. He is admitted as a lawyer in the state of New York, USA.

Jonathan is experienced in advising multinational companies on labor unions, collective bargaining, overtime compliance, termination issues, and data privacy issues, as well as the employment aspects of M&A transactions in the PRC.



Celeste Ang

Principal, Singapore
celeste.ang@bakermckenzie.com

Celeste is a principal in our Dispute Resolution and Employment Practice Groups. Her practice encompasses corporate and commercial dispute resolution, investigations, and compliance. She has significant experience acting for global clients in cross-border disputes and advising clients on ethics & compliance and regulatory issues in the context of risks analysis and mitigation and cross-border investigations. Celeste also has a particular focus in employment, particularly contentious employment work and employee investigations.

Celeste has been recognised as a 'Litigation Star' in the Labor and Employment space by Benchmark Litigation Asia Pacific 2023 and has been ranked Band 1 in Employment in Singapore by Chambers Asia-Pacific since 2019 to date. A client has commended Celeste for being "a fantastic partner who knows our industry well and has been our first contact for external legal work for many years." Celeste is also ranked as a Leading Individual in Labour and Employment in Singapore by Legal 500 Asia Pacific since 2019 and noted by clients as "an experienced litigator with a very sound knowledge of the law, who is also able to consider the client's commercial concerns when providing advice" and in the foreign firms section as "great at connecting her entire network when the client needs additional service outside Singapore."



Zhao Yang Ng

Local Principal, Singapore
zhao.yang.ng@bakermckenzie.com

Ng Zhao Yang is a local principal in the Employment Practice Group of Baker McKenzie Wong & Leow in Singapore. He has over 10 years of experience advising regional and multinational clients on employment law and immigration matters in Singapore.

He is recognised as an "Up and Coming" individual by Chambers & Partners Asia-Pacific 2024 in the Singapore Employment: Domestic category. Clients who spoke to Chambers described him as "very responsive," "well-versed" and "provides technically strong and commercial advice." He is also recognised as a "Next Generation Partner" by The Legal 500 Asia Pacific 2024 in Singapore, in the Labour and employment: Local firms and Foreign firms categories.



Rinaldo Aditya

Associate Partner, HHP Law Firm, Jakarta
rinaldo.aditya@hhplawfirm.com

Rinaldo Aditya is an Associate Partner in the Employment & Compensation Practice Group. He assists clients with the full range of employment related matters.

Rinaldo reviews, drafts and provides advice to clients on all types of employment documentation including employment agreements, HR policies, collective labor agreements, termination agreements, employee transfer agreements, outsourcing agreements etc. He also provides advice on compensation and benefits, pensions, data privacy, employment issues related to M&A and changes of company ownership, termination, downsizing, retirement, employee stock option plans, the employment of expatriates, work permit and immigration requirements, company regulations, sexual harassment, and social security.



Ben Burke

Partner, Melbourne
ben.burke@bakermckenzie.com

Ben Burke is a partner in the Melbourne office of Baker McKenzie and has more than 20 years' legal experience advising clients across a diverse range of industry sectors. Ben has been recognized as a leading work health and safety, and employment lawyer.

Ben advises clients on workplace relations, employment law, equal opportunity, discrimination law, work health and safety and risk management. He also advises clients on key industries: Pharmaceutical, manufacturing, mining and mining services, waste and environmental services, transport and logistics, retail, government and information technology.



Kenneth Chua

Partner, Quisumbing Torres, Manila
kenneth.chua@quisumbingtorres.com

Kenneth Chua is a partner and the head of Quisumbing Torres' Employment Practice Group. He is also a member of the Financial Institutions and Technology, Media & Telecommunications Industry Groups. He participates in initiatives of Baker & McKenzie International of which Quisumbing Torres is a member firm. He is a member of Baker McKenzie's Asia Pacific Employment & Compensation Steering Committee. He has 23 years of experience advising clients on various labor and employment issues, including compensation and benefits, employment contract and employee handbook.

Kenneth serves as the legal counsel (representing Quisumbing Torres) for the Global In-House Center Council Philippines (GICC). He sits in the Tripartite Executive Committee and the National Tripartite Industrial Peace Council of the Department of Labor and Employment as representative of the employer sector. He is consistently recognized as a Leading Lawyer in Employment by the Chambers Asia Pacific, Benchmark Litigation and asialaw profiles. He is ranked Hall of Fame in Employment by the Legal 500 Asia Pacific. He is also among Asia Business Law Journal's inaugural "A-List" of the Top 100 lawyers in the Philippines.



Lucienne Gleeson

Partner, Sydney
lucienne.gleeson@bakermckenzie.com

Lucienne Gleeson is a partner in Baker McKenzie's Employment Practice in Sydney. Lucienne advises on all aspects of employment law. She has appeared in the Federal Court, Federal Circuit Court, Supreme Court, Fair Work Commission and the Australian Human Rights Commission to represent clients in a variety of cases. This has included adverse action, discrimination, breach of contract, unfair dismissal and restraint of trade matters.

Lucienne conducts investigations into allegations of employee misconduct and bullying in the workplace. She also presents on key workplace topics including performance management, anti-discrimination, bullying and harassment.



Van Trung Khuat

Special Counsel, Ho Chi Minh City
vantrung.khuat@bmvn.com.vn

Van Trung Khuat joined Baker McKenzie in Ho Chi Minh City in April 2012, and is experienced in areas of employment, dispute resolution, and corporate compliance and investigation. He is an accredited mediator at the Center for Effective Dispute Resolution (CEDR) in London and at the Vietnam International Commercial Mediation Center, and frequently publishes articles and leads seminars on both advisory and contentious labor and employment law issues in Vietnam.

During his time with Baker McKenzie, Trung has also worked in the Firm's Hanoi and Chicago offices. He also acts as Co-chair of the Human Resources and Training Committee of the European Chamber of Commerce in Vietnam.



Beomsu Kim

Partner, Baker McKenzie KLP JV, Seoul
beomsu.kim@bakermckenziekorea.com

Beomsu Kim is a Partner and Joint representative at Baker McKenzie & KL Partners Joint Venture Law Firm, and he leads the Dispute Resolution practice group. Beomsu Kim's practice focuses on cross-border disputes and general corporate matters for multinational corporations. In particular, based on his experiences working for employment law matters in relation to Korean operations of multinational corporations covering from advisory works to pre-dispute/dispute works.

He has consistently been chosen as a leading lawyer in the fields of international arbitration and corporate matters, and has continuously received favorable reviews in leading foreign legal journals such as Chambers, IFLR1000 and Legal500. Of particular note, Beomsu Kim was named by ALB as one of "Asia's Super 50 Dispute Lawyers" in 2021, considering factors such as expertise, visibility, reputation and dedicated client service.



Nam-Ake Lekfuangfu

Partner, Bangkok
nam-ake.lekfuangfu@bakermckenzie.com

Nam-Ake Lekfuangfu is a partner of the Employment & Compensation Practice Group in Bangkok. He is experienced not only in employment laws but also, corporate and commercial law, mergers and acquisitions, environment and trade regulations. Over the past year, Nam-Ake was lead lawyer for a wide range of employment matters involving high profile clients. With his extensive legal knowledge, combined with insights on industrial knowledge and practices and Supreme Court rulings, Nam-Ake assists clients on employment and immigration works, ranging from day-to-day advice to complex matters, such as advising on employment trends impacting employers globally, including global mobility, the use of modern workforce and gender pay gap.

Nam-Ake has also assisted clients extensively regarding employment issues in M&A transactions. He is a lead lawyer, conducting and supervising employment due diligence work to help clients identify any potential issues or deal breakers in the proposed transactions. In doing so, he helps clients plan how best to move employees from one company to another in different types of M&A transactions, and also helps the clients in actually implementing the plans (e.g., preparing FAQs for clients and attending meetings with employees).



Zheng Lu

Senior Counsel, Baker McKenzie FenXun, Shanghai
zheng.lu@bakermckenziefenxun.com

Zheng Lu routinely leads massive employment projects, such as mass layoffs, restructuring, investigations, and employee unrests/strikes, involving challenging and complex considerations. She also specializes in strategic employment counselling and developing creative employment solutions for multinational corporations in their global transactions and day-to-day operations. She regularly advises clients on all aspects of human resources management, including wages and hours, bonus and benefit plans, handbooks/code of conduct, hiring and terminations, compliance and investigation, data privacy, global assignments, sexual harassment, union issues, strikes and unrests, and labor disputes, etc. Zheng Lu was named the lead lawyer in the employment area by major publications for consecutive years.

She has experience in complex multidistrict litigation in state and federal courts in the United States. Given Zheng Lu's combined experience in transactions and litigation and in China and the United States, she can quickly analyze legal and practical strategies in complex cross-border matters and harmonize cultural differences.

**Tess Lumsdaine**

Partner, Hong Kong
tess.lumsdaine@bakermckenzie.com

Tess Lumsdaine is a partner of Baker McKenzie's Hong Kong office and the head of Employment & Compensation Practice Group in Hong Kong. She advises clients on the full spectrum of employment and regulatory compliance issues, as well as assisting clients with employment-related disputes and workplace investigations.

Tess acts for clients in all aspects of employment law, including contentious matters such as contractual disputes, restraint litigation, safety related prosecutions, as well as civil claims and claims relating to termination, information theft, discrimination and harassment. She has extensive experience advising on executive employment, remuneration and regulatory issues in the context of hiring, mobility and exits. She also has broad credentials in managing multi-jurisdictional compliance and restructuring projects and complex workplace investigations. Tess regularly supports clients in tech, banking and financial services, consumer goods and retail and the pharmaceutical sector.



Brigid Maher

Partner, Sydney

brigid.maher@bakermckenzie.com

Brigid is a partner with Baker McKenzie, Sydney and practices in all aspects of employment law with a focus on industrial relations, enterprise agreement making, modern award coverage and compliance and negotiations with trade unions. As a secondee, she has gained significant experience in employee and industrial relations in the media, banking and finance, and manufacturing industries. Brigid regularly provides training in employment law, human resources and industrial relations issues. She also has significant experience in employment-related litigation. Brigid joined Baker McKenzie's Employment and Industrial Relations Group in May 2007. Before commencing at the Firm, she was a research associate to Justice Wright, President, Industrial Relations Commission of New South Wales.

Brigid's experience ranges from advising on and drafting enterprise agreements and the agreement making process; advising on and defending employment-related litigation including preparation of affidavits/witness statements, subpoenas and motions in various industrial state and federal courts and tribunals; and general employee relations advice. She has appeared and had carriage of matters in the Federal Court of Australia, the Federal Circuit Court of Australia, the Supreme Court of New South Wales, the Fair Work Commission, various state industrial courts and tribunals in New South Wales, South Australia, Queensland and Western Australia.



Kellie-Anne McDade

Partner, Melbourne

kellie-ann.mcdade@bakermckenzie.com

Kellie-Ann McDade is a partner in the Employment and Industrial Relations team at Baker McKenzie, Melbourne. Kellie-Ann joined the Firm in 2008 from the employment and industrial relations practice of another city law firm. She helps clients with a wide range of employment and industrial relations issues including advising on terminations, occupational health and safety and risk management, employee benefits and entitlements, anti-discrimination law, and changes to workplace legislation matters.

Kellie-Ann has advised a variety of clients, including those in the construction, mining and manufacturing industries, as well as the public sector. She also regularly provides in-house training to clients in relation to a number of workplace-related areas, and has conducted seminars on various topics including legislative amendments and restraint of trade issues.



Michael Michalandos

Partner, Sydney

michael.michalandos@bakermckenzie.com

Michael has more than 15 years' experience as an employment law and industrial relations lawyer, acting for clients in a range of industries, including banking and finance, insurance, health and pharmaceuticals, telecommunications, real estate, media and entertainment, information technology and professional services.

He has developed and published compliance programs and best practice policies locally and within Asia Pacific. He is the author and a developer of CCH's Employment Contracts Manager, a software package that builds and tailors smart employment contracts. He has also authored a large number of chapters in every edition of CCH's Australian Master Human Resources Guide. Michael regularly conducts employment-related litigation before State and Federal courts and industrial tribunals at an original and appellate level.



Tomo Muranushi

Partner, Tokyo

tomohisa.muranushi@bakermckenzie.com

Tomohisa Muranushi is a member of the Firm's Corporate/M&A Practice Group in Tokyo and has eighteen years of legal experience working in Japan. He co-authored M&A Handbook on Conducting Business Practically and the Japan chapter on Cross-border Labour and Employee Benefits Handbook. Tomohisa has also worked at the San Francisco and Bangkok offices of Baker McKenzie.

Tomohisa has extensive experience on any matters relating to labor/employment laws including designing terms and conditions of employment, reduction in force, and labor disputes. Also, he has been involved in many mergers and acquisitions, including due diligence, structuring, documents drafting, negotiation, and integration, especially from employment and labor law perspective. He also handles internal investigation relating to compliance, litigation/disputes resolution and counsels on general corporate/commercial matters including matters relating to company act and regulations, unfair trade regulations and data privacy.



Pradeep Nair

Local Principal, Singapore
pradeep.nair@bakermckenzie.com

Pradeep is a Local Principal in the Dispute Resolution Practice Group in Singapore. He advises and represents clients ranging from global corporations to tech start ups and individuals across all aspects of dispute resolution, including pre-litigation strategic advice, mediation, Singapore Court litigation and international arbitration. Pradeep also regularly advises and assists clients on a wide range of contentious and non-contentious employment law, investigations and compliance matters.

In The Legal 500 Asia Pacific rankings 2024, Pradeep was recognised as a "key lawyer" in Baker McKenzie Wong & Leow's Dispute Resolution, International Arbitration and Employment teams, with clients commending him for being "very commercially minded" and a "superb lawyer" (The Legal 500, 2024).

Pradeep graduated from Singapore Management University's double degree programme with degrees in Economics (BSc (Econ)) and Law (LL.B.), and was placed on the Dean's List for both fields of study.



Thuy Hang Nguyen

Partner, Ho Chi Minh City
thuyhang.nguyen@bakermckenzie.com

Thuy Hang Nguyen is a partner in Baker McKenzie's Ho Chi Minh City office and the head of the Employment and Labor, and Compliance and Investigations practices in Vietnam.

Her diverse working experience, broad knowledge in various areas of law, and business management qualifications allows her to provide clients with practical and commercially savvy legal advice, and to create effective, strategic and innovative solutions for her clients to navigate around the ever-changing legal landscape of Vietnam.

As head of Baker McKenzie Vietnam's Employment and Labor practice, Hang is in charge of developing and providing strategy for the practice, training and coaching team members and coordinating the global and regional employment practices when related to Vietnam. She is a member of the Steering Committees for the Firm's JAO and Asia Pacific Employment Practice Groups, and the Global Immigration and Mobility Group. Hang is also a leading authority and frequent speaker on employment and labor law in Vietnam and the Asia Pacific region.



Theeranit Pongpanarat

Partner, Bangkok

theeranit.pongpanarat@bakermckenzie.com

Theeranit joined Baker & McKenzie in 2013 and is now one of the key partners in the Corporate and M&A and Employment & Compensation Practice Groups in Bangkok. Theeranit has been involved in servicing a wide range of clients across industry sectors, recently focusing on the Healthcare & Life Sciences, Consumer Goods & Retail and Industrial Manufacturing and Transportation industry groups.

He has been handling a number of high profile clients across a wide spectrum of corporate and commercial, with a particular focus on employment, immigration, work safety as well as merger and acquisition and post-acquisition integration advice. He has steadily earned trust and recognitions from a number of Baker & McKenzie key clients on his expertise in the Thai employment laws and regulations in particular, and for his proactive and responsive approach in handling clients' matters.



Trishelea Sandosam

Partner, Wong & Partners, Kuala Lumpur

trishelea.sandosam@wongpartners.com

Trishelea is a partner in the Employment Practice Group of Wong & Partners. Her practice focuses on employment and industrial relations, and maritime and shipping law.

Trishelea has a significant employment law practice which extends to both contentious and non-contentious employment work. These include advising on employment law disputes and on a wide range of employment relationships and arrangements such as employee mobility, voluntary separation schemes and as part of spin off and carve out transactions and corporate reorganizations.

Trishelea also advises clients on maritime and shipping law which encompasses advisory and advocacy work in relation to cargo disputes, shipbuilding disputes, oil pollution claims, collision claims, detention of vessel by authorities and enforcement of ship mortgages under conventional and Islamic facilities.



Howard Shiu

Partner, Taipei

howard.shiu@bakermckenzie.com

Howard Shiu concentrates his practice on labor and employment laws and dispute resolution. Noted as a Band 1 Lawyer by Chambers Greater China Region Guide (2024) and Recommended Lawyer by The Legal 500 Asia Pacific (2024), he is described as possessing strong expertise in employment contracts for multinational corporations and that clients praise his responsiveness and "really, really good understanding and knowledge of the labor market."

Howard has considerable experience assisting and representing local and foreign corporations in labor and employment matters, including resolution of labor disputes, employment issues in merger and acquisition transactions, negotiation of collective bargaining agreements (CBA) with unions, mass severance, and compliance of employment regulations.



Pamela Tsai

Partner, Taipei

pamela.tsai@bakermckenzie.com

Pamela has substantial experience in labor and employment law matters. She has considerable experience assisting and representing local and foreign corporations in labor and employment matters, including employment issues in merger and acquisition transactions, mass severance, harassment/discrimination, resolution of labor disputes, occupational safety and compliance of employment regulations.

She is also experienced in assisting clients in mergers and acquisitions transactions and advising local and foreign corporations on corporate governance and regulatory compliance matters. Pamela advises clients on employment and compensation, corporate compliance, and mergers and acquisitions.



Eliseo Zuñiga, Jr.

Partner, Quisumbing Torres, Manila

eliseo.zuniga@quisumbingtorres.com

Eliseo Zuñiga, Jr. is the head of Quisumbing Torres' Dispute Resolution Practice Group and a member of the Employment Practice Group. He is also a member of the Industrial, Manufacturing & Telecommunications and the Healthcare & Life Sciences Industry Groups. He has over 20 years of experience advising clients on general employment issues, employee termination, executive compensation, benefits transfers and terminations, and general litigation.

He actively participates as a speaker and presenter in various regional and local seminars and conferences on labor and employment-related issues. He served as a Chairperson of the People Management Association of the Philippines' Labor Policy Reforms and Industrial Relations Committee and is currently the Co-Chairperson of the European Chamber of Commerce Human Capital Committee. He has been consistently cited as a Leading Individual for Employment by The Legal 500 Asia Pacific (2019-2024), Band 3 for Labor and Employment by the Chambers Asia Pacific (2018-2024), Litigation Star for Labor and Employment by Benchmark Litigation (2019 to 2023) and Notable Practitioner for Labor and Employment by asialaw Leading Lawyers (2020 to 2023).