

2025 ASIA PACIFIC EMPLOYERS' FORUM

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Jonathan Isaacs

Asia Pacific Chair, Employment & Compensation
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Jonathan Isaacs heads Baker McKenzie's 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

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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

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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 ranked Band 3 by Chambers & Partners Asia-Pacific 2025 after being recognised as an "Up and Coming" individual in the Singapore Employment: Domestic category for 4 consecutive years prior. A client praised him for being "a key ally" of theirs, and his services as "significant", "given the large workforce presence [they] have in South-East Asia." He is also recognised as a "Next Generation Partner" by The Legal 500 Asia Pacific 2025 in the Singapore Labour and employment: Local firms category for the 4th consecutive year. Clients commended him as a "very switched-on and plugged in transactional employment lawyer whom [he/she] has no hesitation in recommending" and for providing "outstanding client service."



Rinaldo Aditya

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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.



Kenneth Chua

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Kenneth Chua is a partner and the head of Quisumbing Torres' Employment & Compensation 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.



Miguel Galvez

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Miguel Antonio Galvez is the head of Quisumbing Torres' Immigration Practice Group and a member of the Dispute Resolution Practice Group. He heads the Firm's Compliance and Investigations Focus Group. He is also a member of the Technology, Media & Telecommunications and Healthcare & Life Sciences Industry Groups. He is a member of Baker McKenzie International's Global Immigration and Mobility Steering Committee, where he represents the Asia Pacific region. He is also a member of Baker McKenzie International's Regional Immigration and Mobility Steering Committee. Under his leadership, Quisumbing Torres won the inaugural Immigration Law Firm of the Year (Philippines) 2017, 2019 to 2020 awards from Asia Legal Business. He is a member and an accredited arbitrator of the Philippine Dispute Resolution Center, Inc. He is also a member of the Immigration Lawyers Association of the Philippines.

Miguel has been recognized as a Leading Individual in Immigration by The Legal 500 Asia Pacific, 2017 to 2024.



Lucienne Gleeson

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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.



Matthew Gorman

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Matthew Gorman is an associate in the Global Immigration & Mobility practice of Baker McKenzie's Washington, DC office. Matthew advises on corporate and employment-based immigration law, including work visa petitions, permanent residence and immigration compliance. He regularly advises multinational corporations, start-ups, and high-net-worth individuals on the strategy, requirements, and procedures to secure visas, satisfy employment eligibility, and ensure compliance with immigration-related regulatory requirements.

Matt holds more than ten years of experience in immigration law. He is adjunct professor of law in corporate immigration at the University of Maryland Francis King Carey School of Law. He is regularly published in blogs and legal news sites in relation to trends and hot topics in the field of global immigration.

**Boris Hall**

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Boris Hall is an Associate at Baker McKenzie's Ho Chi Minh City office in the Labor, and Compliance and Investigation Practice Group. Boris is an Australian trained and qualified lawyer, and is admitted as a solicitor in the Supreme Court of Victoria. Boris has extensive experience assisting clients in Vietnam and apart from advising on general employment law, has also worked on various commercial, employment and compliance matters arising from corporate restructurings, and mergers and acquisitions. His expertise also focuses on compliance and commercial governance matters, including anti-bribery and corruption, as well as internal investigations and compliance programs.

**Seok Jun Kim**

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Seok Jun Kim is an Attorney at KL Partners and focuses his practice on representing domestic disputes such as civil, corporate litigation, and management rights disputes.

**Daichi Kiriyaama**

Counsel, Tokyo
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Daichi Kiriyaama is a member of the Employment & Compensation group in Tokyo. He also had the opportunity to burnish his legal skills with real-world experience in the pharmaceutical industry during a secondment with a major international pharmaceutical company. He has been recognised as a Rising Star every year since the 2020 edition of the Legal 500 Asia Pacific for Labor and Employment.

Daichi provides strategic legal counseling on domestic and international labor/employment matters, with a particular emphasis on employment issues faced by major international companies entering and doing business in Japan as well as Japanese companies looking to expand overseas. He also assists companies with the employment aspects of domestic and international M&A transactions and reorganization projects and actively engages the issues raised by a modern workforce created by the new platform economy.

**Emily Lawrence**

Local Principal, Singapore
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Emily is a Local Principal in the Employment Group in Singapore. Emily assists clients to achieve practical and commercial solutions to employment issues across Singapore, Hong Kong and Asia more broadly.

Emily's focus is on cross border matters, working with clients to create regionally consistent yet locally compliant approaches to difficult and complex employment issues. She is sought after for her clear, commercial and common sense based approach to problem solving.

**Nam-Ake Lekfuangfu**

Partner, Bangkok
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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**

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Ms. 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. Ms. 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.



Tess Lumsdaine

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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 investigations.

Tess has been recognized by Asian Legal Business as one of its 40 Under 40 as well as by Legal 500 as a Next Generation Partner and by Chambers and Partners as Up and Coming for Hong Kong Employment.



Brigid Maher

Partner, Sydney

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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. She worked on secondment in various industries including media and entertainment, banking and financial services and manufacturing, advising on enterprise bargaining and industrial relations strategy, commercial transactions impacting employees, general employee relations and compliance issues, among others.



Michael Michalandos

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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.



Betsy Morgan

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Betsy Stelle Morgan is the head of the Firm's Global Immigration and Mobility Practice. Her work has been published extensively in US and international publications. She is ranked in the Hall of Fame, Legal 500, and has been listed in Chambers Global. Ms. Morgan has been a member of the Chicago Management Committee and has held positions on several global Firm committees.

Ms. Morgan is a founding member of Baker McKenzie's Global Immigration & Mobility Group and is head of the Chicago practice. Her practice is concentrated in the area of corporate, employment-based immigration law. She represents US and multinational companies engaged in the global transfer of personnel.



Tomohisa Muranushi

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Tomohisa Muranushi is a member of the Firm's Employment & Compensation 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**

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Pradeep is a local principal in the Dispute Resolution Practice Group in Singapore. He advises and represents clients ranging from global corporations to tech startups 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 Guide, Pradeep has been recognised as a "key lawyer" in Baker McKenzie Wong & Leow's Dispute Resolution, International Arbitration, and Labour and Employment teams, with clients commending him for being "very commercially minded" and a "superb lawyer." In the Benchmark Litigation Asia Pacific Guide, Pradeep was noted by clients as being "very responsive and [having] a superb understanding of business aspects."

**Thuy Hang Nguyen**

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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.

**Theeranit Pongpanarat**

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Theeranit is a key partner in the Employment & Compensation, Corporate and M&A and Compliance and Investigation 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 experience in the Thai employment laws and regulations in particular, and for his proactive and responsive approach in handling clients' matters.



Patrick Salazar

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Patrick Henry Salazar is a partner in Quisumbing Torres' Employment & Compensation Practice Group and the Healthcare & Life Sciences Industry Group. He has 11 years of experience advising clients on employment matters. He graduated class valedictorian from the University of the Philippines - College of Law, and placed 6th in the 2012 bar examinations.

Patrick's practice focuses on labor standards compliance, employment-related investigations and terminations, employee transfers, labor disputes and litigation, employee mobility, occupational health and safety matters, and employment due diligence and transactional work. He also handles labor union matters, including collective bargaining negotiations. His practice spans several industries, including healthcare, consumer goods & retail, industrials, manufacturing, transportation, and technology, media & telecommunications.



Trishelea Sandosam

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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.



Lawrence Shim

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Lawrence Shim is an associate at Baker McKenzie & KL Partners in Seoul. He focuses on advising multinational corporations operating in Korea, ensuring compliance with internal, local and international regulations. He has extensive experience in internal investigations, advising on corporate governance and conducting comprehensive workplace audits to help global companies enhance operational alignment and mitigate legal risks.

Lawrence specializes in labor and employment law, providing in-depth legal support to multinational corporations and their Korean subsidiaries. He has advised clients across a range of industries—including luxury brands, cosmetics, automotive, chemicals, F&B and entertainment—on compliance with Korean workplace health-and-safety regulations, dispatch and outsourcing arrangements, internal workplace policies, day-to-day operations, redundancies and restructuring, and onboarding and termination processes.



Howard Shiu

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Howard Shiu is a partner at Baker McKenzie's Taipei office, where he is well-versed in labor and employment law.

His practice primarily involves advising both domestic and international corporate clients on employment-related matters, including resolving labor disputes, navigating employment issues in mergers and acquisitions, conducting investigation into the employees' alleged misconducts (sexual harassment, workplace bullying, corruption, etc.), negotiating collective bargaining agreements with unions, handling mass redundancies, and ensuring compliance with employment regulations.



Pamela Tsai

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Pamela Tsai is a partner at Baker McKenzie's Taipei office.

Pamela has extensive experience in labor & employment law matters, and has substantial proficiency assisting and representing both local and foreign corporations on employment & compensation issues. This includes advising on matters arising from merger & acquisition transactions, mass layoffs, harassment/discrimination cases, labor dispute resolution, and compliance with occupational safety and employment regulations.



Eliseo Zuñiga, Jr.

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Eliseo Zuñiga, Jr. is the head of Quisumbing Torres' Dispute Resolution Practice Group and a member of the Employment & Compensation 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). Eliseo is also recognized as a thought leader in the 2021 Q3 Lexology Legal Influencers for the Future of legal services - Asia-Pacific.