

# William KIM

Foreign Attorney

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William KIM is a foreign attorney and member of the Labor & Employment Group. Mr. Kim is experienced in advising foreign clients in all matters related to employment and labor, including but not limited to, employment contracts and other documents, changes to work rules, sexual harassment investigations, employment discrimination, general compliance matters, employee discipline and terminations, layoffs, wage and hours, leaves, severance pay, pension and benefit, non-competition, employee privacy, temporary or dispatched worker, unjust labor practice, labor unions relations, employee transfers, mergers and acquisitions, and corporate restructuring. Mr. Kim advised foreign clients to also navigate the complex employment/labor-related litigations in Korea.

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 a foreign attorney 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.

## EDUCATION

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

## WORK EXPERIENCE

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

## AREAS OF PRACTICE

Labor & Employment

Environment, Health & Safety

Corporate

## ADMISSIONS

Admitted to bar: New York: 2012

## LANGUAGES

Korean and English

## REPRESENTATIVE CASES

- 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 AND PRESENTATIONS

- Publication: "Changes to Labour Standards Act: National Assembly passes new bill to curb working hours" (International Law Office, <http://www.internationallawoffice.com/Newsletters/Employment-Benefits/South-Korea/Lee-Ko/Changes-to-Labour-Standards-Act-National-Assembly-passes-new-bill-to-curb-working-hours>) (2018)
- 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 (2018), "Upcoming Changes on Dispatch Worker Laws"
- Speaker: AMCHAM Human Resources Committee Meeting (2017)
- Speaker: Korea Business Leaders Alliance Seminar (October 13, 2016), "Hiring & Dismissing Key Personnel"