



Nobuki Wada

Partner

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OVERVIEW

Nobuki Wada is a partner in the firm's Labor, Employment, and Workplace Safety practice. He provides advice to international companies on a broad range of Japanese legal issues including corporate and commercial transactions, regulatory matters, and commercial disputes.

Nobuki advises a variety of employers on issues such as negotiations with labor unions (collective bargaining), employment-related litigation (including provisional dispositions, labor tribunal decisions, and mediations), and Labor Relations Commission proceedings (labor union disputes).

PROFESSIONAL BACKGROUND

Prior to joining the firm, Nobuki practiced as an associate with a local Japanese law firm in Tokyo for over eight years.

ACHIEVEMENTS

- Recognized by *The Legal 500 Asia Pacific* as a Next Generation Partner for Labor and Employment: International Firms and Joint Ventures in Japan (2018-2024)
- Listed in *Best Lawyers in Japan*™ for Labor & Employment Law (2020)

SPEAKING ENGAGEMENTS

- "Know-how A to Z for Collecting and Using Personal Information - Recent Trend of Information Security", July 2013
- Restructuring and Handling Low Achiever, February 2012

EDUCATION

- The Legal Training and Research Institute of Japan, 2006

- M.A., Doshisha University Graduate School of Law, 2004
- LL.B., Doshisha University, 1999

ADMISSIONS

- Japan (Dai-ichi Tokyo Bar Association)

LANGUAGES

- English
- Japanese

THOUGHT LEADERSHIP POWERED BY HUB

- 20 April 2020, COVID-19: Japanese Economic Stimulus Package is Unveiled
- 25 March 2020, COVID-19: Employment Policies and Factsheet for Companies in Japan

OTHER PUBLICATIONS

- A quick regulatory guide to telehealth services in Japan, *Healthcare IT News*, 9 June 2022
- "Rights and Duties for Representative for Executives - Code of Conduct under acquisition of control", *Shoji Homu* No.1992, March 5, 2013
- "Issues of Corporate Law of Inspection or Copy of Voting Forms", *Shoji Homu* No.1932, co-author, May 25, 2011

NEWS & EVENTS

- 17 January 2024, The Legal 500 Recognises K&L Gates in 2024 Asia Pacific Edition
- 3 October 2023, K&L Gates Advises Live-Streaming Platform 17LIVE on Landmark De-SPAC Business Combination in Singapore
- 16 January 2023, The Legal 500 Recognizes K&L Gates in 2023 Asia Pacific Edition
- 13 January 2022, Legal 500 Recognizes K&L Gates in 2022 Asia Pacific Guide
- 2 March 2018, K&L Gates Names 34 New Partners Across Global Platform

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety

- Appellate Litigation
- Class Action Litigation Defense
- Collective Labor and Works Councils
- Commercial Disputes
- Employment Disputes and Investigations
- Employment Issues in Business Transactions
- Human Resource Advice and Compliance
- Mass Tort
- Mergers and Acquisitions
- Product Liability
- Wage and Hour
- Workplace Safety

REPRESENTATIVE EXPERIENCE

- Representation of a domestic financial institution, in a case where about 200 plaintiffs filed a lawsuit to seek the refund of leasing fee.
- Representation of a subsidiary in Japan of a global sports goods manufacturing company, in connection with a damages claim associated with copyright infringement of products.
- Representation of US based machinery distributor, in connection with the litigation, which involves potential conflict of interest under international arbitration procedure and international jurisdiction.
- Representation of a subsidiary in Japan of a global importer, in connection with a provisional disposition procedure to collect products leased by the client to its customer.
- Representation of a global hosting server company to defense against the damages claim arising from data loss in the server
- Representation of a subsidiary in Japan of a global medical device for cardiac company, in connection with a provisional disposition, a labor tribunal and a formal lawsuit brought by an ex-employee seeking invalidation of dismissal after probation period and reinstatement to the company.
- Representation of a subsidiary in Japan of a global surgical goods company, in connection with collective bargaining and Labor Relations Commission associated with harassment, work-related injury and termination of employment.
- Represented a company in court proceeding, such as formal litigation, provisional disposition, labor tribunal and mediation.

- Representation of a subsidiary in Japan of a global networking facility company, in connection with a labor tribunal and a formal lawsuit brought by a fixed-term ex-employees seeking invalidation of the dismissal and reinstatement to the company.
- Advised international and domestic companies on labor issues such as restructuring, dismissals, mental health issues, overtime pay and rules of employment.
- Advice to a major music television production in Japan, a subsidiary of worldwide media company, in connection with corporate restructuring, which involves structuring the plan, dealing with the labor union and several employment termination matters.
- Advice to a subsidiary in Japan of a global audio brand company concerning matters related to personnel and labor affairs, including dismissals, demotions, wage system changes, mental health issues, labor accidents, claims for payment of overtime and amendment of rules of employment.
- Advised a client on collective bargaining with a labor union and represented the client at the collective bargaining sessions, as well as attended Labor Relations Commission (Central Labor Commission) proceedings following collective bargaining with a labor union.
- Advised on a client on work-related injury or death, as well as represented a client in a workers compensation insurance process, mediation and any other relevant processes.
- Advice to a subsidiary in Japan of a global surgical goods company on work-related injury or death and represented a client in a workers compensation insurance process.
- Represented Japanese companies in commercial litigations, commercial non-contentious jurisdiction and other court proceeding concerning disputes related to general shareholder meetings, infringement of intellectual property rights, debt recovery and other commercial matters.
- Conducted various internal Investigations in respect of allegations of fraud, false accounting, and harassment.
- Conducted internal investigation on behalf of a subsidiary in Japan of a major multinational e-Commerce company in connection with financial fraud against a business customer
- Conducted internal investigation on behalf of a subsidiary in Japan of a medical device developing company in connection with criminal investigation of financial fraud
- Conduct internal investigation for a global software developing company regarding allegation of harassment
- Conducted trainings for sales persons for Healthcare Professionals and formulated rules in connection of bribery/anti-corruption relevant laws in Japan (the Government Anti-Corruption Rules etc.)
- Advised and drafted electric power supply agreements with TEPCO under Japanese renewable energy regulations (including Feed-in Tariff scheme).
- Advised and represented clients in connection with their acquisition of shares, merger, purchase of shares, sales of business of target companies and any other M&A transactions.
- Advised and attended a Japanese listed company on general shareholder meetings.