



## JAPANESE EMPLOYER ADVISORY

### LABOR AND EMPLOYMENT PRACTICE

For almost four decades, through volatile economic cycles and dramatic changes in laws and regulations, Epstein Becker Green has been advising and representing domestic and multinational clients on a wide array of matters. Indeed, those multinational clients continue to be a major component of the firm's diverse client base—a fact we attribute to the quality of both our legal services and the enduring relationships we establish with our clients.

Epstein Becker Green is proud to have a longstanding relationship with the Japanese business community. For three decades, we have provided advice, counsel, and representation to Japanese companies that operate or are seeking to operate in the United States. Since 1984, we have represented more Japanese companies in employment-related matters than any other U.S. law firm.

#### **OUR ENDURING RELATIONSHIP WITH THE JAPANESE BUSINESS COMMUNITY**

Our history of providing high-quality legal services to the Japanese business community dates back to the 1980s, when Japanese companies first began operating businesses in the United States and making serious investments in U.S. real estate—particularly in New York City. Soon thereafter, in *Avagliano v. Sumitomo Shoji America, Inc.*, one such business—a New York corporation that was a wholly owned subsidiary of a Japanese general trading company—became the target of class action lawsuit alleging that the company unlawfully discriminated by hiring exclusively male Japanese citizens to fill executive, managerial, and sales positions in violation of U.S. labor law. The U.S. Supreme Court rejected the company's defense that it was not subject to U.S. employment laws by virtue of the 1953 U.S.-Japan Friendship, Commerce, and Navigation Treaty. Unhappy with this outcome, the company hired Epstein Becker Green. We negotiated a favorable resolution to the lawsuit that allowed the Japanese managers of the company to remain. This result was received well by both our client and the Japanese business community as a whole, and has led to many other Japanese businesses seeking our firm's advice and representation.

*Epstein Becker Green is well respected by senior management locally and on a global basis. The firm's attorneys are unique in their ability to reduce highly complex legal issues to terms that can be easily understood by managers from non-legal backgrounds.*

**Client Feedback**  
*U.S. News - Best Lawyers*  
**"Best Law Firms"**

The principal Japanese Business Services team members, who are supported by their colleagues in Epstein Becker Green's five national practices, are as follows:

**Frances M. Green**  
**Ronald M. Green**  
**Robert S. Groban, Jr.**  
**Jeffrey M. Landes**  
**Michael S. Kun**  
**William J. Milani**  
**Susan Gross Sholinsky**

## OUR SERVICES

We regularly represent Japanese companies of all sizes—from start-ups to large multinational corporations—in a broad range of industries, including financial services, real estate, energy, and gas. We tailor our legal services to the different needs and business objectives of our Japanese clients, helping them effectively navigate the complex laws in the U.S. market.

Members of the Japanese Business Services team provide advice, counsel, and representation to Japanese clients in matters concerning:

- Immigration
- Labor and employment
- Litigation
- Health care
- Pharmaceuticals and medical devices
- Real estate

In each of these areas, we provide general consultation on day-to-day management issues to senior executives of Japanese companies operating in the United States and, if the matter requires, we represent these companies in employment-related litigations and arbitrations involving common labor disputes, labor union issues, discrimination claims, and workers' compensation.

Epstein Becker Green remains deeply committed to developing relationships of trust and confidence with Japanese businesses operating or seeking to operate in the United States and will continue to guide them safely through the U.S. legal landscape.

## OUR TEAM

The Japanese Business Services team consists of attorneys who regularly travel to Japan, have extensive experience working with Japanese clients, and are acutely aware of the legal and business issues facing Japanese companies in the United States today as well as the emerging trends that they will face in the future. In addition to having Japanese language capabilities, the team understands and appreciates Japanese culture and customs and knows the special and unique challenges and concerns of Japanese businesses in the United States. Additionally, team members regularly speak before U.S. and Japanese audiences, including the Keidanren, providing insights on emerging and mission-critical issues that affect their U.S.-based operations.