SHIN&KIM



Kim Ju Ann

Partner

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Mr. Ju Ann Kim is a partner at Shin & Kim and his main practice areas include labor consulting and litigations.

Mr. Kim graduated from Hanyang University College of Law in 2012, received his J.D. from Hanyang University School of Law in 2015, and passed the 4th Bar Examination in the same year. For the next three years, Mr. Kim worked as a public-service advocate at the Daejeon District Prosecutor's Office and the Seoul High Prosecutor's Office, where he handled various national litigation cases. After that, he worked at LKB & Partners, advising on various civil, criminal, and administrative litigation cases. Since joining Shin & Kim in 2020, he has worked on numerous litigation cases in the field of labor law.

Professional Career

2020-Present	Shin & Kim LLC
2018-2020	LKB & Partners LLC
2016-2018	Public-Service Judge Advocate, Seoul High Prosecutor's Office
2015-2016	Public-Service Judge Advocate, Daejeon District Prosecutor's Office

Key Experience

Litigation

- Represented clients involved in various lawsuits seeking the cancellation of unfair dismissal retrial decisions and confirmation of invalid dismissals

- Represented clients investigated for various unfair labor practices and handled the cases involving the Labor Relations Commission
- Represented clients investigated for breaches of the Serious Accidents Punishment Act
- Represented clients involved in lawsuits relating to the decision to separate bargaining units
- Represented clients involved in lawsuits seeking confirmation of invalidity for actions, such as dismissal from position, disciplinary actions, and decisions prohibiting external activities
- Represented and won a remand from the Supreme Court to revoke the suspension of employment angency business
- Represented clients involved in lawsuits seeking the inclusion of various allowances in ordinary wages and other wage claims
- Represented clients involved in lawsuits for severance pay and other compensation granted based on whether employees are extremely short-time workers (less than 15 hours per week)
- Represented clients petitioning for preliminary injunction to release lockout and prohibit obstruction of business
- Represented clients involved in lawsuits regarding the employee status of transportation contractor employees and department store consignees
- Represented clients filing claims seeking correction of coverage and compensation for service retention
- Represented clients in cases seeking correction of discrimination with the Labor Commission

Advisory

- Advised on union operating expenses
- Advised on various grounds for disciplinary actions, disciplinary procedures, and determination of disciplinary action
- Advised on fixed-term employment contracts and annual leave allowances
- Advised on responses to a petition filed to the Ministry of Employment and Labor, labor inspections, etc.
- Advised on the handling of industrial accidents
- Advised on dismissal procedures for unauthorized absence
- Advised on HR measures for a union official seconded to a higher-level organization
- Advised the Ministry of Employment and Labor, Woori Bank, Hanjin Logistics, Kangwon Land, and other large organizations

Education

2025-Present	Korea University, School of Law (S.J.D. coursework)
2012-2015	Hanyang University School of Law (J.D.)

2007-2012 Hanyang University College of Law (LL.B.)

Qualifications

2015 Admitted to bar, Korea

Languages

Korean, English

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