SHIN&KIM 法務法人(有) 世宗



金龍煥

Associate

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Mr. Yonghwan Kim is an associate of Shin & Kim. Mr. Kim's main areas of practice include labor and employment.

経歴

2019-Present	Shin & Kim LLC

主な実績

- Advised and represented Companies K, S, and Y in disputes concerning whether independent contractors—including on-site inspectors, debt collectors, and sports team trainers—should be qualified as employees.
- Advised and represented public institutions, including I and K, and private companies, including L, in disputes concerning whether public-sector management evaluation bonuses and private-sector performance bonuses should be included in the calculation of average wages.
- Advised Companies I, N, and S and represented them in disputes concerning wage-peak systems.
- Advised and represented Companies H, I, and K in a broad range of employment and personnel matters, including employment contracts, wages, dismissals, disciplinary actions, and personnel assignments and transfers.
- Advised Companies B and K on revising HR policies, including improvements to employee performance evaluation and underperformance management systems and the introduction of flexible working-time arrangements.
- Advised and represented Companies L and M in workplace harassment and sexual harassment matters, including administrative complaints and criminal proceedings, and conducted internal investigations into alleged employee misconduct.

- Advised Companies H and K on union-related matters, including collective bargaining, collective agreements, and industrial action, and represented Companies I and S in criminal cases involving unfair labor practices.
- Advised Companies K and S on matters involving the unlawful dispatch of workers and the employment of non-regular workers.
- Advised Companies K and L on the amendments to the Trade Union and Labor Relations Adjustment Act, commonly referred to as the Yellow Envelope Act.
- Advised Companies H and L on trade secret infringement and non-compete matters, and represented Company R in non-compete injunction proceedings.
- Advised Companies H, K, and S on employee stock ownership associations and in-house employee welfare funds.
- Advised Companies C and H on stock option plans, and Companies C, H, and S on equity compensation programs for executives and employees, including restricted stock units (RSUs).
- Advised Companies D, I, and L on workforce restructuring matters.

学歴

2016-2019	Yonsei University, Law School(J.D.)
2009-2016	Seoul National University, College of Liberal Studies, Business Administration(B.B.A.), Political Science and International Relations(B.A.)

資格

2019	Admitted to bar, Korea

言語

Korean, English

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