



## Kazutoshi Kakuyama

Of Counsel

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Kazutoshi Kakuyama is an of counsel at Anderson Mori & Tomotsune, and has a general practice on behalf of domestic and overseas clients, specializing in labor and employment law and general corporate matters.

### Practice Areas

#### Key Practice Areas

##### Labor and Employment

Labor and Employment  
Disputes

Dealing with the  
Regulators

Harassment

Labor and Employment Issues Associated with Corporate

Severance Matters Restructuring

Working Conditions including Salary, Retirement Allowance, and  
Pension

Safety and Well-being of Employees including Mental Health  
Issues

Executive (Board Members and Auditors)  
Issues

Non-regular  
Employment

Drafting and Review of Work Rules and Employment

Contracts

Social Insurance and Labor Insurance

Immigration-related Services

Labor and Employment Law

Compliance

#### Related Practice Areas

Corporate

Corporate and Commercial Transactions

Corporate Governance

Government Investigations and Crisis  
Management

#### Topics

|                              |   |
|------------------------------|---|
| Achievements<br>Apr 18, 2024 | The Best Lawyers in Japan™ • Best Lawyers: Ones to Watch in Japan™ (2025 Edition) |
| Achievements<br>Jan 17, 2024 | The Legal 500 Asia Pacific 2024   |
| Achievements<br>Dec 14, 2023 | Chambers Asia-Pacific 2024  |

### Practice Groups

Labor Law Group

### Background

|      |                           |
|------|---------------------------|
| 1975 | Chuo University (LL.B.)   |
| 1984 | Tulane Law School (LL.M.) |

### Publications

|   |   |          |
|---|---|----------|
| Labor & Employment Laws and Practice related to M&A - Labor and Personnel Issues arising from Merger and Acquisition, Business transfer and Corporate Split | Business Homu   | Aug 2010 |
| The Littler Mendelson Guide to International Employment and Labor Law (Japan Chapter)   | The Littler Mendelson Guide to International Employment and Labor Law | Nov 2008 |
| Noncompetition Duty and Trade Secrets after Employment  | Library of 2007 Training for Japan Federation of Bar Association      | Jan 2008 |
| Series: Inquiry on Present Issues regarding Labor Law (No. 8) - Noncompetition Duty and Trade Secrets   | Jurist Vol.1311   | May 2006 |
| Discussion regarding Labor Law for Termination of Employment and Judiciary System Reformation (Labor)   | Journal of Management Lawyers Vol.136                                 | Mar 2003 |
| Judiciary System Reformation  | Journal of Management Lawyers Vol.135                                 | Nov 2002 |
| Termination of Employment and Business Transfer   | Journal of Management Lawyers Vol.122 & 123                           | Oct 1998 |
| Transfer of Employees   | Journal of Management Lawyers Vol. 110 & 111                          | Sep 1995 |
| Secondment of Employees and Disciplinary Action   | Journal of Management Lawyers Vol. 108                                | Mar 1995 |
| Protection of Trade Secrets and Workplace Order   | Rodokezaihanreisokuho Vol. 1513                                       | Jan 1994 |

### Achievements

|              |   |
|--------------|---|
| Apr 18, 2024 | The Best Lawyers in Japan™ • Best Lawyers: Ones to Watch in Japan™ (2025 Edition) |
|--------------|---|

|              |                                 |
|--------------|---------------------------------|
| Jan 17, 2024 | The Legal 500 Asia Pacific 2024 |
| Dec 14, 2023 | Chambers Asia-Pacific 2024      |
| Oct 4, 2023  | Who's Who Legal: Japan 2023     |
| Sep 14, 2023 | asialaw 2023-24                 |
| Apr 20, 2023 | The Best Lawyers in Japan™ 2024 |
| Jan 11, 2023 | The Legal 500 Asia Pacific 2023 |
| Dec 15, 2022 | Chambers Asia-Pacific 2023      |
| Sep 22, 2022 | Who's Who Legal: Japan 2022     |
| Sep 16, 2022 | Asialaw Profiles 2023           |
| Apr 14, 2022 | Best Lawyers 2023               |
| Jan 13, 2022 | The Legal 500 Asia Pacific 2022 |
| Dec 16, 2021 | Chambers Asia-Pacific 2022      |
| Oct 9, 2021  | Who's Who Legal: Japan 2021     |
| Sep 17, 2021 | Asialaw Profiles 2022           |
| Apr 15, 2021 | Best Lawyers 2022               |
| Jan 13, 2021 | The Legal 500 Asia Pacific 2021 |
| Dec 15, 2020 | Chambers Asia-Pacific 2021      |
| Sep 17, 2020 | Asialaw Profiles 2021           |
| Sep 1, 2020  | Who's Who Legal: Japan 2020     |
| Apr 9, 2020  | Best Lawyers 2021               |
| Jan 20, 2020 | The Legal 500 Asia Pacific 2020 |
| Dec 6, 2019  | Chambers Asia-Pacific 2020      |
| Nov 29, 2019 | Who's Who Legal: Japan 2019     |
| Sep 19, 2019 | Asialaw Profiles 2020           |
| Apr 4, 2019  | Best Lawyers 2020               |
| Nov 30, 2018 | Chambers Asia 2019              |
| Nov 7, 2018  | Who's Who Legal: Japan 2018     |
| Dec 7, 2017  | Chambers Asia 2018              |
| Nov 2, 2017  | Who's Who Legal: Japan 2017     |
| Jan 13, 2017 | Chambers Asia 2017              |
| Nov 2, 2016  | Who's Who Legal: Japan 2016     |
| Feb 9, 2016  | Chambers Asia 2016              |
| Sep 1, 2015  | Who's Who Legal: Japan 2015     |
| Feb 13, 2015 | Chambers Asia 2015              |
| Nov 20, 2014 | The Legal 500 Asia Pacific 2015 |
| Oct 30, 2014 | Who's Who Legal: Japan 2014     |
| Feb 18, 2014 | Chambers Asia 2014              |
| Nov 13, 2013 | The Legal 500 Asia Pacific 2014 |
| Mar 4, 2013  | Chambers Asia 2013              |
| Nov 30, 2012 | The Legal 500 Asia Pacific 2013 |
| Jul 17, 2012 | Best Lawyers 2012               |
| Feb 24, 2012 | Chambers Asia 2012              |
| Jul 1, 2011  | ILO Client Choice Award 2011    |
| Mar 28, 2011 | Chambers Asia 2011              |
| Jul 30, 2010 | Chambers Asia 2010              |
| Apr 23, 2010 | ILO Client Choice Award 2010    |
| Dec 2, 2008  | Chambers Asia 2009              |

## Professional Admissions

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Japan (1980)  
New York (1986)

## Professional and Academic Associations

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Dai-ichi Tokyo Bar Association  
New York State Bar Association  
International Bar Association  
Inter Pacific Bar Association  
LawAsia  
Management Lawyers Council, executive board member and Deputy Secretary-General  
American Chamber of Commerce of Japan

Languages

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|                           |         |
|---------------------------|---------|
| Japanese (first language) | English |
|---------------------------|---------|