



## Yuhki Tanaka

Partner

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Labor & Employment (including trade secret and personal information related issues);  
Corporate / M&A (including tender offer bid, squeeze out, joint venture and management buyout); Antitrust & Competition (including investigation, adjudicative proceedings and business combination related issues)

## Practice Areas

### Labor and Employment

Labor and Employment Disputes  
Dealing with the Labor Unions  
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)  
Non-regular Employment  
Issues  
Drafting and Review of Work Rules and Employment Contracts  
Labor and Employment Law  
Social Insurance and Labor Insurance  
Compliance  
Immigration-related Services

### M&A

M&A/Business Restructuring  
Joint Ventures  
Business Alliances  
Venture Capital  
Private  
Equity/Funds  
Hostile Takeovers  
Cross-border M&A

### Competition/Antitrust

International Cartels and Leniency  
Merger Control  
Dominance and other Unilateral Conduct  
Interplay of IP and Competition Law  
Distribution and Other Competition Law Matters  
Competition-Related Litigation  
Competition Compliance

### Corporate

Government Investigations and Crisis Management

Dispute Resolution

Achievements Jul 27, 2023	IFLR1000 2023
Achievements Apr 20, 2023	The Best Lawyers in Japan™ 2024
Achievements Sep 19, 2022	IFLR1000 32nd edition (IFLR1000 2022-23)

## Practice Groups

Labor Law Group      Corporate Transaction Group      Competition Law Group

## Background

Mar 2000      The University of Tokyo (LL.B.)  
Oct 2002      The Legal Training and Research Institute of the Supreme Court of Japan

## Publications

The Cartels and Leniency Review, 10th Edition (Japan Chapter)	The Law Reviews	Feb 2022
The Cartels and Leniency Review - 9th Edition (Japan Chapter)	The Cartels and Leniency Review - 9th Edition	Mar 2021
GCR Know-how: Immunity & Sanctions 2020 (Japan Chapter)	Global Competition Review	Jul 2020
The Cartels and Leniency Review - 8th Edition (Japan Chapter)	The Cartels and Leniency Review - 8th Edition	Mar 2020
GCR Know-how: Immunity, Sanctions & Settlements 2019 (Japan Chapter)	Global Competition Review	Jul 2019
The Cartels and Leniency Review - Sixth Edition (Japan Chapter)	The Cartels and Leniency Review - Sixth Edition	Mar 2018
GCR Know-how: Immunity, Sanctions & Settlements 2017 (Japan Chapter)	Global Competition Review	Sep 2017
The Cartels and Leniency Review 5th Edition (Japan Chapter)	The Cartels and Leniency Review 5th Edition	May 2017
The Littler Mendelson Guide to International Employment and Labor Law 5th Edition (Japan Chapter)	Littler Mendelson P.C.	May 2017
GCR Know-how: Immunity, Sanctions & Settlements 2016 (Japan Chapter)	Global Competition Review	Jul 2016
The Cartels and Leniency Review - Fourth Edition (Japan Chapter)	The Cartels and Leniency Review - Fourth Edition	Feb 2016
GCR Know-how: Immunity, Sanctions & Settlements 2015 (Japan Chapter)	Global Competition Review	Sep 2015
The Cartels and Leniency Review - Third Edition (Japan Chapter)	The Cartels and Leniency Review - Third Edition	Feb 2015
The Littler Mendelson Guide to International Employment and Labor Law 4th Edition (Japan Chapter)	Littler Mendelson P.C.	Jan 2015
GCR Know-how: Immunity, Sanctions & Settlements 2014 (Japan Chapter)	Global Competition Review	Jun 2014
Japan: Complicated rules for dispatched workers to be simplified	Global Employment Law Landscape Spring 2014	Apr 2014
The Cartels and Leniency Review 2nd Edition (Japan Chapter)	Law Business Research Ltd	Feb 2014
Japan: Upcoming risk of utilizing dispatched workers	Global Employment Law Newsletter Summer 2013	Aug 2013
Legal Practice Guide: Corporate M&A 2013 (Japan Chapter)	Chambers&Partners	Jul 2013
Japan: New risk regarding employment of elderly persons	Global Employment Law Newsletter Spring 2013	Apr 2013
Japan: 'Limited Regular Employees': an intermediate between regular and non-regular employees	Global Employment Law Newsletter Winter 2013/14	Jan 2013
Japan: Renewed hope for white-collar overtime exemption	Global Employment Law Newsletter Autumn 2013	Jan 2013
Japan: New risk of losing flexible employment adjustment	Global Employment Law Newsletter Winter 2013	Jan 2013
Japan: Stake-building in the mysterious country	The 2012 guide to Mergers and Acquisitions	Apr 2012

M&A and Corporate Reorganization (12) Non-statutory agreement for Corporate Reorganization (Part 2) No.1909	Junkan Shoji Houmu,	Sep 2010
M&A and Corporate Reorganization (11) Non-statutory agreement for Corporate Reorganization (Part 1) No.1906	Junkan Shoji Houmu,	Aug 2010
Labor & Employment Laws related to M&A - 3 Major Risks (Undisclosed Debts, Delay in Schedule and Redundancy/Drain of Employees) and Countermeasures thereto	Business Homu, 2010. 08	Aug 2010
The possibilities of claim for damages from excluded companies	Business Homu, 2010. 03	Mar 2010
ANALYSIS Take Over Bid	Shojihomu	Sep 2009
Guide to Japanese New Corporation Law	Kinzai Institute for Financial Affairs, Inc.	Aug 2005
Checkpoints on Reviewing Disciplinary Policies	Business Guide, No. 605	Sep 2003
Reimbursement of Training Fee	Labor & Employment Affairs, No. 1032	May 2003

## Lectures

Recent Developments in Case Laws related to Early Retirement Program No.2441	Labor & Employment Law Research Committee,	Nov 16, 2007
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## Achievements

Jul 27, 2023	IFLR1000 2023
Apr 20, 2023	The Best Lawyers in Japan™ 2024
Sep 19, 2022	IFLR1000 32nd edition (IFLR1000 2022-23)
Apr 14, 2022	Best Lawyers 2023
Sep 13, 2021	IFLR1000 31st edition (IFLR1000 2022)
Apr 15, 2021	Best Lawyers 2022
Oct 1, 2020	IFLR1000 30th edition (IFLR1000 2021)
Apr 9, 2020	Best Lawyers 2021
Sep 30, 2019	IFLR1000 Financial and Corporate 2020
Nov 12, 2018	IFLR1000 Financial and Corporate 2019

## Professional Admissions

Japan (2002)

## Professional and Academic Associations

Dai-ichi Tokyo Bar Association  
International Bar Association (IBA)  
Management Lawyers Council  
Japan Competition Law Forum  
Corporation Law Research Committee of General Law Research Institute in Dai-ichi Tokyo Bar Association  
Corporate Law Research Committee of RIETI (Research Institute of Economy, Trade and Industry)  
Member of Special Project Team in Japan Business Federation (Keidanren) for examining various labor and employment issues in M&A context (2015 -)

## Languages

Japanese (first language)  
English

