



## IMPORTANT LEGAL UPDATE FOR JAPANESE COMPANIES WITH U.S. OPERATIONS:

**THE U.S. LEGAL LANDSCAPE IS UNDERGOING HISTORIC CHANGE – INCREASED UNION POWER, HEALTHCARE OVERHAULS, AND RAPID NEW LAWS THAT POSE SUBSTANTIAL RISKS TO COMPANIES. LEARN ABOUT THESE CHANGES AND TOP STRATEGIES FOR PROTECTING YOUR COMPANY MOVING FORWARD.**

President Barack Obama is pushing an aggressive agenda to overhaul the workplace in the United States. He supports new laws which expand employees' rights, create risks for companies that are unprepared, and make it easier for unions to organize your workforce. On June 17, 2010, the new president for the United Auto Workers (UAW) union publicly announced immediate and aggressive efforts to unionize Japanese and other Asian companies. In addition to these new threats, a rocky global economy means that Japanese companies operating in the U.S. face more business and cost challenges than ever before.

Join us to learn about new legal and economic developments in the U.S. and walk away with important strategies and ideas that can benefit your organization. Attorneys from one of the United States' largest law firms will offer a half-day workshop to discuss current changes, answer questions, offer solutions, and discuss:

- The resurgence of unions (more powerful now than at any time in the past 50 years), what that means for your company, and what you should do NOW to reduce the risk of union organizing.
- New employment laws passed within the past 180 days that every company operating in the U.S. must know
- Top strategies for reducing labor costs recently adopted by some of the world's leading companies
- Proven techniques to improve employee morale and limit attendance problems
- Solutions for reducing healthcare costs
- The best practices used by top companies to protect your organization from increased litigation risks

### SEMINAR DETAILS:

#### Attendance fee:

We are pleased to offer this seminar at no cost.

R.S.V.P. by July 21 to  
[hiro.nishikawara@btlaw.com](mailto:hiro.nishikawara@btlaw.com)

Space is limited and attendance will not be assured until you receive final confirmation.

#### Who should attend?

Business executives, HR professionals, corporate counsel

#### Dates/Locations:

**Tokyo: July 26 & July 27, 2010**

*TerraLex Hosting Partner:*

*Yuasa & Hara*

Tokyo International Forum

5-1 Marunouchi 3-chome, Chiyoda-ku,

Tokyo 100-0005, Japan

1:00 – 4:30 p.m.

**Osaka: July 30, 2010**

*TerraLex Hosting Partner: Kikkawa Law Offices*

*Aqua Dojima*

1-4-16 Dojimahama Kita-Ku

Osaka 530-0004 Japan

1:00 – 4:30 p.m.

- How to control and reduce legal expenses

This workshop will feature two experienced attorneys from Barnes & Thornburg LLP, one of the largest law firms in the United States:

#### **Peter Morse**



Listed in a leading publication as one of the *Best Lawyers in America*<sup>®</sup>, Mr. Morse is a partner with Barnes & Thornburg and has dedicated a significant portion of his career to supporting Japanese companies with workforce solutions, ensuring they remain union-free, and helping them successfully navigate legal obstacles to achieve company goals. Mr. Morse has been asked to provide legal guidance to clients in every state in the U.S. (from New York to California, Michigan to Texas). He is the co-chairman of the Firm's Global Services Practice Group and is on the Executive Board of the Japan-America Society of Indiana.

#### **Hiro Nishikawara**



An associate with Barnes & Thornburg, Mr. Nishikawara came to the U.S. in the mid-1980s and has since supporting Japanese corporations across the country. Prior to attending law school, Mr. Nishikawara spent over three years at an international law firm in New York City where he assisted Japanese companies with a wide array of business immigration matters. Since joining the firm in 2004, Mr. Nishikawara has focused his practice in the representation of management interests for the Firm's many Japanese clients.

Both Mr. Morse and Mr. Nishikawara visit Japan regularly on business, and have had the honor of accompanying the Governor of Indiana on multiple Trade Missions to Japan.

#### **About Barnes & Thornburg LLP**

With more than 540 legal professionals across 11 offices, Barnes & Thornburg is one of the largest law firms in the United States. Its Labor and Employment Department is identified among the "Hot List" of employment law groups in the U.S., is ranked in the "Top 10" of law firms in various surveys, and has been identified as one of the fastest growing law practices in the country. The firm has a long history working with Japanese corporations—representing more than 300 Japanese corporations across the country in areas such as business transactions, acquisitions, immigration/visa services, tax advice, union avoidance, human resources strategies, litigation defense, protecting trade secrets, securing important patents, and negotiating economic incentives for investment.

#### **About Yuasa and Hara**

Yuasa and Hara, one of Japan's leading law, patent and accounting firms, has established a longstanding international reputation on the basis of its virtually comprehensive services and multi-disciplinary professionals. Utilizing a strong and closely cooperative partnership system, Yuasa and Hara has been able to successfully unite the professions of Attorney at Law, Patent Attorney and Certified Public Accountant within one firm environment. Clients include major Japanese companies and leading Japanese and foreign banks and companies doing business in Japan.

#### **About Kikkawa Law Offices**

The firm was established in May 1942 by the late Prof. Daijiro Kikkawa, professor emeritus of civil procedure at Ritsumeikan University and the President of the Japan Federation of Bar associations. As of January 2010, the firm has nine partners, three senior counsels, one of-counsel who is a professor emeritus of anti-monopoly law at Kobe

University, seven associates, and one Australian associate (not registered in Japan). Four of the firm's attorneys are admitted in the State of New York. Kikkawa Law Offices provide legal services to clients ranging from blue-chip corporations to venture companies as well as to Japanese and foreign entities.

**TerraLex**

The above firms work closely together through an international legal affiliation that allows the firms' clients to tap into more than 15,000 attorneys across 140 countries and jurisdictions (including not only Japan and the United States, but Mexico, Canada, and numerous countries across Europe, South America, Asia, Africa, and Australia) – so that clients can address legal issues and find solutions virtually anywhere, anytime.

# IMPORTANT UPDATE FOR JAPANESE COMPANIES WITH U.S. OPERATIONS:

**THE U.S. LEGAL LANDSCAPE FOR IS UNDERGOING HISTORIC CHANGE – INCREASED UNION POWER, HEALTHCARE OVERHAULS, AND RAPID NEW LAWS THAT POSE SUBSTANTIAL RISKS TO COMPANIES. ARE YOU PREPARED?**

Please complete below and forward the completed RSVP form to [hiro.nishikawara@btlaw.com](mailto:hiro.nishikawara@btlaw.com) by July 21, 2010.

Please also forward all questions to [hiro.nishikawara@btlaw.com](mailto:hiro.nishikawara@btlaw.com).

Yes, I will attend the following session: (Please circle appropriate date/session)	
Tokyo July 26, 2010 (Monday) 1:00 - 4:30 p.m.	
Tokyo July 27, 2010 (Tuesday) 1:00 - 4:30 p.m.	
Osaka July 30, 2010 (Friday) 1:00 – 4:30 p.m.	
Name of attendee	(in Kanji): (in Roman): (Position with the company):
Name of company	(in Japanese): (in English if available):
Email	

Detailed information concerning locations will be sent at a later date once RSVP is confirmed.