



Partner

## Ayako Kanamaru

Japan (2006)  
New York (2014)  
Location  
Tokyo Office

## Practice Areas

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### International Practice

Asia/Emerging Countries Desk / North America / International Commercial Contracts / Trade Regulations/Rule of Origin / Singapore / Indonesia / Thailand / Vietnam / Philippines / Republic of Korea / Hong Kong / Taiwan

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### Corporate and M&A

General Corporate Practice / M&A, Reorganization, and Business Alliance / Corporate Governance/Shareholders Meeting / General Corporate Practice / General Corporate Practice

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### Employment Law

Employment Consulting / Labor Disputes and Proceedings / HR, Pensions and Benefit Programs

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### Dispute Resolution

Corporate Litigations, Disputes and D&O Liabilities / Labor Disputes and Proceedings / Intellectual Property Dispute Resolution

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### Risk Management & Compliance

Global Compliance / Protection of Personal Information

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### Industries

Real Estate / Maritime, Aviation, Transport & Logistics / Infrastructure

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### Life Science, Pharmaceutical and Healthcare

Research and Development / Marketing Regulation / M&A

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## Education & Professional Experience

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January 2016

Partner, Oh-Ebashi LPC & Partners

June 2014

Admitted to the New York State Bar Association

November 2013

Passed the New York State Bar Examination

August 2013 - August 2014

Drew & Napier LLC (Singapore)

May 2013

University of California, Berkeley (LL.M.)

May 2010 - May 2011

2006  
Oh-Ebashi LPC & Partners

2002  
Keio University (LL.B.)

## Activities

Daini Tokyo Bar Association  
The Inter-Pacific Bar Association (IPBA)  
Lecturer, School of International and Area Studies, Tokyo University of Foreign Studies

## Publications

2025.03.19	PANORAMIC NEXT - Labour & Employment - Japan Chapter
2025.03.19	[Court Case] The Case Denying a Housekeeper who was Working Concurrently as a Home Nursing Caregiver from Being Considered a “ Domestic Worker ”
2024.06.19	[Court Case] A Case in which a Reassignment Order for the Purpose of Personnel Management was Declared Valid
2023.12.20	[Court Case] A Case in which it was Determined Valid to Refuse Renewal of a Fixed-term Employment Contract that has a Non-renewal Clause Added after Several Renewals
2023.10.23	【Series】 The latest Philippine Legal Update
2023.06.08	[Court Case] A case in which the Validity of a Fixed Amount of Overtime Pay was Denied Based on the Process of Introducing a New Salary Structure
2022.01.25	Employment and Immigration Law Guide 2022 Jurisdiction:Japan
2020.09	Doing Business in Asia Pacific - IBA Asia Pacific Regional Forum, September 2020
2020.06.01	【Special Series on COVID-19: Thailand (2)】 Measures to Alleviate Required Company Procedures and Measures Related to Employment (as of May 28, 2020)
2020.05.27	【Special Series on COVID-19: Thailand (1)】 Financial Support Measures for the COVID-19 Pandemic (as of May 26, 2020)
2020.05.26	【Special Series on COVID-19: Philippines】 Relief Measures for the COVID-19 Pandemic (as of May 20, 2020)
2018.01.05	Feature Article: Promoting the Use of Corporate Reorganization Proceedings “ Part III: The Corporate Reorganization Case of Rams Corporation ”
2017.06	Lawyers Guide - Labor/Tax edition A Supplementary Volume to Business Law Journal No.113 (August 2017)
2016.12	Web Commentary on TPP "2.4 National Treatment and Market Access for Goods (Agriculture)"
2016.05	The Legal Practice on Business Expansions to the Philippines - Chapter 1: Details and points to note on restrictions on foreign investment -
2014.08	Q&A about the Singapore Personal Data Protection Act
2014.08	Q&A on the Personal Data Protection Act of Singapore

## Seminars/Lectures

2024.12.10	【Online Seminar】 Philippine Legal Practice Update ~ Ideas for Developing New Business in the Philippines ~
2023.12.04	【Online Seminar】 Philippine Legal Practice Update - Ideas for Developing New Business in the

2023.11.22	【Online Seminar】 Seminar on Legal Practices for Companies Expanding Their Business Abroad (6): Labor Issue - Managerial Measures that can be Taken during a Crisis and Matters to be Noted (Employment Adjustment, etc.)
2022.11.01	【Online Seminar】 Philippine Legal Practice Update ~ Ideas for Developing New Business in the Philippines ~
2022.03.04	【Online Seminar】 New Series of International Legal Practice Seminars (7): International Labor Affairs - Working without Being Employed
2021.11.12	【Online Seminar】 Philippine Legal Practice Update ~ Ideas for Developing New Business in the Philippines ~
2020.11.10 ~ 2021.01.24	【Online Seminar: Video Streaming】 Legal Practice Update ~ Ideas for Developing New Business in the Philippines ~
2020.01.30	Symposium: Insights into the New Era of Industrial Innovation and Related Legal Issues
2018.12.17 ~ 2018.12.18	Asia Legal Practice Morning Seminar, Season 2-(4): Making Use of Electronic Commerce (EC) in Vietnam and Philippines -- Practice and Issues regarding Cross-border EC
2018.11.09	Philippine Legal Practice Update ~ Ideas for Developing New Business in the Philippines ~
2018.09.20	Latest Movement concerning Flexible Work Styles - Summary of Issues concerning Second Job/Side Job, as well as Diverse Work Styles not based on an Employment Relationship
2018.04.16 ~ 2018.04.17	Asia Legal Practice Morning Seminar (5): Security Systems and Business Revitalization Procedures in Singapore
2017.10.26	Commentary Based on the Outline of Bills on Work Style Reform - Check Points that Companies Should Comply with.
2017.09.28	The Legal Practice on Business Expansions to Southeast Asia - Latest Updates on the Changing Legal Practice in the Philippines A Year After the Inauguration of President Duterte ~ Tips on New Business Development in the Philippines
2017.09.13	Corporate and Dispute Resolution Practices in Southeast Asia - Tokyo
2016.07	Seminar on the Use of Warranty & Indemnity Insurance in Cross-Border M&A Transactions - Including a Review from the Perspective of Insurance Companies
2016.05	Philippine Legal Practice in Business Expansion and Subsidiary Compliance: Tips on New Business Development in the Philippines

## Languages

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Japanese and English