



Partner

Ayako Kanamaru

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

Practice Areas

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

Corporate and M&A

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

Employment Law

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

Dispute Resolution

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

Risk Management & Compliance

Global Compliance / Protection of Personal Information

Energy and Infrastructure

Construction / Infrastructure

Industries

Real Estate / Maritime, Aviation, Transport & Logistics

Life Science, Pharmaceutical and Healthcare

Research and Development / Marketing Regulation / M&A

Education & Professional Experience

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
Corporate Research Department, Sumitomo Mitsui Banking Corporation

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 Philippines |
| 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

Japanese and English