外苑法律事務所
GAIEN

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Hisafumi Sato

Partner

Practice Focus:

Business litigation (claims for damages between business entities, warranty, system development, disputes regarding continuing contracts, etc.) and settlement of other similar kinds of disputes

Compliance, labor-related legal practice (Belonged to the court's labor concentration department as a judge)

Professional History:

Partner, Gaien Partners (2020-)

Partner, STW & Partners (currently, SHIOMIZAKA) (2009-2020)

Associate, STW & Partners (currently, SHIOMIZAKA) (2008-2009)

Judge (2000-2008)

Bar Admissions:

admitted in Japan, 2008

Tokyo Bar Association

Education:

Waseda University (LL.M., 1998)

Other Activities:

- Assumed the office of Special Member of the Committee for Adjustment of Construction Work Disputes, Tokyo Metropolitan Government (2018-)

Recognition:

Mr. Sato has been recognized continuously as a leading lawyer in several legal industry publications, including:

- Best Lawyers in Japan (Litigation)
- Nikkei's "Corporate Legal Affairs & Tax Affairs and Lawyer Survey" (Labor Category)

Publications:

- "Legal Issues about Human Resources Management — Guidelines and Procedures（2nd Edition）" 2021
- "Quick Reference: 125 Q&As to Solve HR Concerns and Issues after the Work-style Reform" 2019 (Editor, Co-Author)
- "What Viewpoint Should Legal Affairs Managers Have When Dealing with a Lawsuit?" 2018
- "Legal Issues about Human Resources Management -- Guidelines and Procedures" 2018
  "Basic Guide for Aspiring Litigation Lawyers -- from Engagement to Resolution of Civil Cases --" 2018 (Co-Author)
- "A Commentary on the Amendment of the Civil Code (Claims Law) and Actual Transaction Activities for Real Property" 2018 (Co-Author)
- "Backgrounds and Key Points of the Currently Considered Amendment to Labor-related Acts --About Amendment to Acts for Tighter Regulation of Businesses--" 2017・"Discussion: Litigation Activities for Company Cases (Vol. 1 & 2)" 2016 (Co-Author)・"Skills and Techniques in Litigation -- On-site Report on Enterprise and IP Litigation" 2015 (Co-Author)
- "Key Points for Drafting Court Documents -- Labor-related Cases" 2015
- "Common Knowledge of Litigation: Etiquette before Court -- Checklist for key points you can't miss"
- "Legal Risk Seminar for Medium-sized Companies (6): Points to Consider regarding Internal Management (Primarily Labor Environment)" 2011 (Co-Author)
- "Clause-by-Clause Discussions: Civil Code Cases (9) Relatives" 2009 (Co-Author)

Seminars

- "Practical Points in respect of Human Resource Management and Issues Considering Post COVID-19 World - How Statutory Auditors and Other Officers should handle the New Environment" Hosted by Japan Audit & Supervisory Board Members Association, 2021"Basic Knowledge of Civil Litigation Practice for In-house Legal Professionals" hosted by Shojihomu, 2021
- Risk-management lecture "Risk Management of Employment-related Legal Affairs in Corporate Management -- with a Commentary on Work-style Reform Legislation" Japan Audit & Supervisory Board Members Association, December 3, 7 and 13, 2018
- "Practice of Civil Litigation from the Perspective of Judges -- Looking Back Over the 20 Years Since the Enforcement of the New Code of Civil Procedure" Japan Law Foundation, May 16, 2018 (as a commentator)
  ・"How Judges Have Changed their Views on Nuclear-related Suits and other Technology-related Suits -- How Businesses Should React to the Change" The Japan Electrical Manufacturers' Association, Special Committee of Nuclear Power Quality Assurance, March 16, 2018
- "Basic Knowledge of Civil Litigation Practice for In-house Legal Professionals" Claim Management Practice Study Group hosted by Shojihomu, February 16, 2018
- "What You Need for Successful Corporate Litigation" Hosted by the Association of Corporate Legal Departments, September 16, 2016
- "History and Updates on Civil Litigation" Mini Symposium of Claim Management Practice Study Group "Where Trend of Business Law Has an Influence on Legal Evaluation Practice" hosted by Shojihomu, December 12, 2013