



# Fisher Phillips Continues International Expansion with Office in Tokyo

News

5.08.25

Fisher Phillips, an international labor and employment law firm representing employers, announces the continuation of its global expansion with the launch of a Tokyo office. The new office gives Fisher Phillips a foothold in the region to respond to increasing client demand from American and multinational companies doing business in Japan and from Japanese companies doing business in the Americas.

"The dynamic shifts in both the U.S. and Japanese employment regulations, coupled with the increasing globalization of business and the strategic importance of the Japanese market, have driven a substantial rise in demand for thoughtful and regionally available services tailored to the specific legal and cultural nuances of Japan and the broader Asia-Pacific," said **John Polson**, Chairman and Managing Partner of Fisher Phillips. "Additionally, due to Japan's increasing investment and manufacturing synergies in the Americas, and following the firm's opening in Mexico in 2023, we are now even better-positioned to guide Asia-based companies navigating changing laws and leveraging opportunities for expansion in the North American market. Through our 45 offices across the U.S., Mexico and Japan, we can provide seamless coordination for global clients facing complex cross-border employment issues, ensuring consistent and effective legal counsel across multiple jurisdictions."

**William Wright** is Fisher Phillips' Head of Global Strategies and has been behind the firm's successful international expansion. Having focused almost exclusively on international employment issues for over 30 years, Bill noted that "this new office isn't just an expansion; it's a strategic alignment, creating powerful synergies with our existing work and client base. Tokyo represents yet another crucial international platform upon which we can seamlessly serve clients with increasingly complex multinational operations around the world."

With the opening in Tokyo, Fisher Phillips' global consulting firm, Fisher Worldwide, also expands its services in Asia. Fisher Worldwide provides multinational companies with an international network of legal and HR consultants who can provide centralized critical support in talent management, compensation, compliance and operations, union relations, employee engagement and start-up/exit strategies.

The Tokyo office will be led by **Nan Sato**, who also serves as the Co-Chair of the firm's International Practice Group with Bill Wright. As a U.S. lawyer and a Foreign Legal Counsel registered with

Practice Group with Eric Wright, AS a U.S. lawyer and a Foreign Legal Counsel registered with Japanese Ministry of Justice, Nan will split her time between her U.S.-based practice and developing the firm's Asia presence. She has extensive experience representing U.S. companies operating in Asia as well as Asian companies looking to expand into the U.S. market. As a global business partner, Nan helps multi-national corporations establish new international operations, M&A-related employment and data privacy issues, termination processes, international labor relations, global pay equity audits, as well as cross-border employment disputes.

Joining Nan in Tokyo are:

**Shikun Gao**, Senior Consultant, has experience that extends beyond legal matters to include a comprehensive understanding of Asia's economic and social conditions, business practices, and geopolitical risk management. He regularly advises multinational companies on employment issues, corporate transactions, and regulatory compliance in Asia, and has extensive experience in structuring and negotiating cross-border transactions, advising on labor and employment issues in global mobility scenarios. Shikun is a registered foreign attorney (Gaikokuho Jimu Bengoshi) in Japan concentrating on Chinese law.

**Takanori Hirai**, Of Counsel, is a lawyer licensed to practice in Japan. He assists companies operating in Japan with navigating complex labor and employment laws governing workplaces and employees, including employee welfare, discrimination and harassment, leave management, labor relations and wage and working-hour matters. Takanori also advises on matters related to employment contracts, termination procedures, internal policies, and employment regulations.

**Wataru Miyajima**, Of Counsel, is a lawyer licensed to practice in Japan. He helps companies in Japan comply with complex employment and workplace laws. Wataru advises clients on drafting employment contracts, employment policies and handbooks, as well as enforcing non-compete agreements, protecting trade secrets, and handling litigation and administrative investigations.

**Ryosuke Ogino**, Of Counsel, is a lawyer licensed to practice in Japan. As a litigator, he focuses on resolving ongoing disputes and establishing legal frameworks to avoid potential problems. Ryosuke also helps companies venture into new business areas by advising on relevant laws and regulations to minimize legal risks while maximizing business opportunities.

**Noriyuki Takase**, Of Counsel, is a lawyer licensed to practice in Japan. He helps companies operating in Japan navigate the rapidly changing landscape of data privacy laws and regulations. Through drafting and updating privacy policies and advising on employee and vendor compliance matters, Noriyuki helps businesses comply with applicable laws and operate efficiently.

**Toyokazu Yamaguchi**, Of Counsel, is a lawyer licensed to practice in Japan. He assists clients with compliance, contracts, mergers and acquisitions, and joint ventures. Additionally, Toyokazu handles cross border cases involving investment, withdrawal, dispute and fraud investigation. He has successfully completed the Uniform CPA Examination in the U.S. and has working experience in Shanghai and Hong Kong as a registered foreign lawyer.

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**About Fisher Phillips** ([www.fisherphillips.com](http://www.fisherphillips.com))

With over 675 attorneys across the United States, Mexico and Japan, and a vast network of attorneys in jurisdictions around the globe, Fisher Phillips advises and advocates for employers on an international scale. Through our technology-driven approach, we partner with companies to achieve their business objectives, anticipate potential disruption, and provide the legal guidance to navigate and resolve the workplace matters critical to their success.

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Please reach out to our [Media team](#) for any news inquiries.

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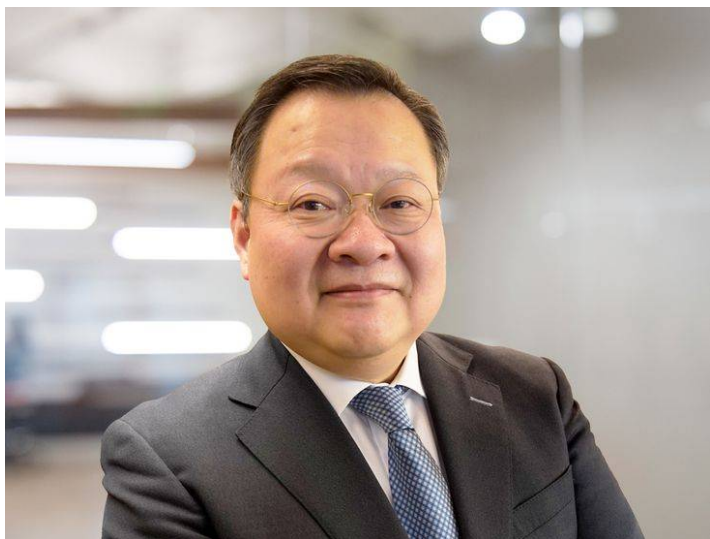


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