

# Speakers' Profile

## I. Alternatives to the Traditional Employment Model



**Celeste Ang**  
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Celeste is a Principal in our Dispute Resolution and Employment Practice Groups. Her practice encompasses corporate and commercial dispute resolution, compliance and investigations. She has significant experience acting for global clients in cross-border disputes and advising clients on compliance and regulatory issues in the context of cross-border investigations. Celeste also has a particular focus in employment, particularly contentious employment work and employee investigations, and currently heads Baker McKenzie's Asia Pacific Employment & Compensation Practice.

Celeste has been recognised as a 'Litigation Star' in the Labor and Employment space by Benchmark Litigation Asia Pacific, 2021 and has been ranked Band 1 in Employment in Singapore by Chambers Asia-Pacific since 2019 to date. She is recognised as "highly regarded in Singapore for her employment law advice, handling unfair dismissal claims and retrenchments"; a "source praises her 'very responsive and practical advice'" and that "Celeste is a brilliant lawyer and is able to provide effective advice to clients in a timely manner." Celeste is also ranked as a Leading Individual in Labour and employment in Singapore by Legal 500 Asia Pacific 2022 and noted as "a litigator with a strong record in employment disputes" and in the foreign firms section as "a dispute resolution specialist with an extensive record in contentious employment matters".



**Alvira Wahjosoedibjo**  
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Alvira is an Associate Partner in the Employment Practice Group specializing in Employment law. Alvira has many years of experience acting for foreign and Indonesian corporations in a wide range of employment-related matters. Her main expertise includes general employment, compensation and benefits, overtime, pension/retirement, leave policies, social security, workforce restructuring, termination of employment, expatriate employment, immigration, outsourcing arrangements, employee transfers, secondments and employee data privacy and protection.

She has drafted many employment-related documents, including employment agreements, company regulations, employee loan agreements, termination agreements, resignation letters, warning letters, employee transfer agreements, and post-employment confidentiality agreements, non-competition and non-solicitation agreements. She has also assisted clients in the settlement of employment-related disputes for both Indonesian and foreign employees and directors.

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Han Yang Quek is a Legal Assistant in the Corporate, Commercial & Securities Group of Wong & Partners with a practice focus on employment law. He has assisted clients across various industries such as manufacturing, pharmaceuticals, and financial services with issues relating to labour law and compliance, employee investigations, performance management, workforce reductions, and general employment issues arising from transactional matters.

Han Yang was called to the Bar of England & Wales as a barrister-at-law in 2019 and was admitted to practice in the High Court of Malaya in 2021. He holds a Bachelor of Laws (LLB) degree from the University of Manchester, United Kingdom.



**Pradeep Nair**  
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Pradeep is a Senior Associate in the Dispute Resolution practice group in Singapore. He has advised and represented clients ranging from global corporations to technology start-ups across all aspects of dispute resolution, including pre-dispute strategic advice, mediation, litigation and international arbitration.

As a litigator, Pradeep has argued applications and conducted cross-examination in civil trials before the Singapore High Court, and also has experience appearing before the State Courts of Singapore, the Singapore International Commercial Court and the Singapore Court of Appeal. Pradeep also has extensive experience acting in arbitrations administered under major institutional arbitral rules.

Pradeep is also regularly engaged by clients to assist with contentious and non-contentious employment law, investigations and compliance matters.

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Van Trung Khat joined Baker McKenzie in Ho Chi Minh City in April 2012, and is experienced in areas of employment, dispute resolution, and corporate compliance and investigation. He is an accredited mediator at the Center for Effective Dispute Resolution (CEDR) in London and at the Vietnam International Commercial Mediation Center, and frequently publishes articles and leads seminars on both advisory and contentious labor and employment law issues in Vietnam.

During his time with Baker McKenzie, Trung has also worked in the Firm's Hanoi and Chicago offices. He also acts as Co-chair of the Human Resources and Training Committee of the European Chamber of Commerce in Vietnam.

# Speakers' Profile

## II. The Legal Landmine of Workforce Optimisation



**Trishelea Sandosam**  
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Trishelea is a partner in the Employment Practice Group of Wong & Partners and her practice focuses on employment and industrial relations.

Trishelea has a significant employment law practice which extends to both contentious and non-contentious employment work. These include advising on employment law disputes and on a wide range of employment relationships and arrangements such as employee mobility, voluntary separation schemes and as part of spin off and carve out transactions and corporate reorganizations.

Trishelea is also involved in commercial litigation and has acted in novel cases including employee disputes and enforcement of foreign judgments or awards. She also advises clients on maritime and shipping law, covering the areas of arbitration, environmental issues and the detention and arrest of vessels. She has been recognized as a Next Generation Partner in Shipping by Legal 500 Asia Pacific



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Alvira is an Associate Partner in the Employment Practice Group specializing in Employment law. Alvira has many years of experience acting for foreign and Indonesian corporations in a wide range of employment-related matters. Her main expertise includes general employment, compensation and benefits, overtime, pension/retirement, leave policies, social security, workforce restructuring, termination of employment, expatriate employment, immigration, outsourcing arrangements, employee transfers, secondments and employee data privacy and protection.

She has drafted many employment-related documents, including employment agreements, company regulations, employee loan agreements, termination agreements, resignation letters, warning letters, employee transfer agreements, and post-employment confidentiality agreements, non-competition and non-solicitation agreements. She has also assisted clients in the settlement of employment-related disputes for both Indonesian and foreign employees and directors.

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## II. The Legal Landmine of Workforce Optimisation



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Rinaldo Aditya is an Associate Partner in the Employment & Compensation Practice Group. He assists clients with the full range of employment related matters.

Rinaldo reviews, drafts and provides advice to clients on all types of employment documentation including employment agreements, HR policies, collective labor agreements, termination agreements, employee transfer agreements, outsourcing agreements etc. He also provides advice on compensation and benefits, pensions, data privacy, employment issues related to M&A and changes of company ownership, termination, downsizing, retirement, employee stock option plans, the employment of expatriates, work permit and immigration requirements, company regulations, sexual harassment and social security.



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Grace is an associate in the Corporate, Commercial & Securities Group of Wong & Partners. She focuses on industrial relations and employment law, as well as personal data protection and privacy law. She regularly assists clients from various industries on employment-related issues such as drafting and enforcing the terms of employment, workplace policies, conduct of disciplinary proceedings, preparation and negotiation of separation schemes.

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## II. The Legal Landmine of Workforce Optimisation



**Kenneth Chua**  
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Kenneth Chua is a partner and the head of Quisumbing Torres' Employment Practice Group. He is also a member of the Financial Institutions and Technology, Media & Telecommunications Industry Groups. He participates in initiatives of Baker & McKenzie International of which Quisumbing Torres is a member firm. He is a member of Baker McKenzie's Asia Pacific Employment & Compensation Steering Committee. He has 23 years of experience advising clients on various labor and employment issues, including compensation and benefits, employment contract and employee handbook.

Kenneth serves as the legal counsel (representing Quisumbing Torres) for the Global In-House Center Council Philippines (GICC). He sits in the Tripartite Executive Committee and the National Tripartite Industrial Peace Council of the Department of Labor and Employment as representative of the employer sector. He is consistently recognized as a Leading Lawyer in Employment by the Chambers Asia Pacific, Benchmark Litigation and Asialaw profiles. He is ranked Hall of Fame in Employment by the Legal 500 Asia Pacific. He is also among Asia Business Law Journal's inaugural "A-List" of the Top 100 lawyers in the Philippines.



**Nam-Ake Lekfuangfu**  
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Nam-Ake Lekfuangfu is a partner of the Employment & Compensation Practice Group in Bangkok. He is experienced not only in employment laws but also, corporate and commercial law, mergers and acquisitions, environment and trade regulations. Over the past year, Nam-Ake was lead lawyer for a wide range of employment matters involving high profile clients. With his extensive legal knowledge, combined with insights on industrial knowledge and practices and Supreme Court rulings, Nam-Ake assists clients on employment and immigration works, ranging from day-to-day advice to complex matters, such as advising on employment trends impacting employers globally, including global mobility, the use of modern workforce and gender pay gap.

Nam-Ake has also assisted clients extensively regarding employment issues in M&A transactions. He is a lead lawyer, conducting and supervising employment due diligence work to help clients identify any potential issues or deal breakers in the proposed transactions. In doing so, he helps clients plan how best to move employees from one company to another in different types of M&A transactions, and also helps the clients in actually implementing the plans (e.g. preparing FAQs for clients and attending meetings with employees).

## **Baker McKenzie helps clients overcome the challenges of competing in the global economy.**

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