



Taiwan

lawyer

DORA TSAI

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Ms. Tsai received her law degree from the National Taiwan University and has been practicing law in Taiwan for many years.

Ms. Tsai has wide-ranging experience in employment and labor law matters, including drafting employment contracts and employee handbooks specifically tailored to the respective client's needs. Taiwan's labor law regime is quite different from that of the United States, as high level executives are exempt from the standard labor code. Ms. Tsai drafted customized engagement agreements for high level executives, enabling employers to efficiently use human resources under Taiwan labor laws. She is familiar with all aspects of employment matters (such as Taiwanese government inspections to enforce labor standards, negotiation meetings between employers and employees, and mediations) and employment litigation. Ms. Tsai also represented employees in various employment law cases against employers who violated Taiwan labor laws.

In addition to her litigation experience, Ms. Tsai also has extensive transactional experience. Before joining our firm, Ms. Tsai worked as in-house counsel for a famous cosmetics corporation. She prepared and negotiated legal documents addressing a diverse array of issues including marketing agreements, equipment procurement, and co-branding through strategic partnership with other businesses (e.g., banks and schools). Ms. Tsai also handled consumer complaints, medical malpractice disputes, and engagement agreements for doctors, celebrity endorsements, and medical advertisements. Ms. Tsai played a critical role in arranging merger and acquisition transactions of publicly listed companies in Taiwan, joint venture investments, and unfriendly contests for company control. Beyond the aforementioned, Ms. Tsai also assisted clients in reviewing various types of contracts, applying for trademarks, and business negotiations. She has assisted well-known artists in dealing with agency agreements, endorsement agreements, and acting contracts.

With respect to civil litigation matters, in addition to employment and labor disputes, Ms. Tsai routinely handles civil cases involving torts, breaches of contract, and other types of commercial disputes (such as misappropriation, fraud, and trademark infringement). She has handled several medical malpractice lawsuits, insurance disputes, and complaints filed with the Taiwan Securities and Futures Investors Protection Center. As for criminal litigation matters, Ms. Tsai routinely represents defendants in cases involving allegations of violations of banking law, trademark infringement, defamation, fraud, and breach of fiduciary duty. She also represents parties who filed criminal charges.

 **Bars and Professional Qualifications**

- Taiwan Bar

 **Areas of Focus**

- Corporate Law and Securities Law
- Employment Law
- Business and Contract Disputes
- Medical Malpractice Disputes

 **Languages**

- Mandarin Chinese



Representative Matters

Taiwan Civil and Criminal Actions

- ▶ Represented several renowned Taiwan companies in cases involving torts, breaches of contract, and employment disputes. Represented defendants in several criminal cases involving alleged violations of Taiwan securities law and banking law.

Business Transactions:

- ▶ Assisted renowned cosmetic surgery business with employment and engagement agreements as well as marketing agreements, equipment procurement agreements, and co-branding agreements through strategic partnership with other businesses (e.g., banks and schools). Handled complaints submitted by consumers.

Employment Disputes:

- ▶ Assisted multiple renowned Taiwan companies in dealing with all types of employment matters (e.g., government inspections to enforce labor standards, negotiations between employers and employees, and mediations). Represented employees filing claims against prominent Taiwan retail chain for severance payments and overtime compensation.