

**HWANG HANS S.****SENIOR DIRECTOR**

**CONTACT:** Mobile: +855 92 308 995  
E-mail: [hans.hwang@sxhlaw.com](mailto:hans.hwang@sxhlaw.com)

**ADMISSION:** State of New York; United States District Court for the Southern District of New York

**EDUCATION:** J.D., University of Michigan Law School; B.A., University of Michigan

**LANGUAGES:** Native English; basic Chinese, Khmer

Hans S. Hwang is a Senior Director of Sok Xing & Hwang and a U.S. attorney in good standing.

For more than 15 years, Mr. Hwang has advised corporations, governments, NGOs and international development agencies around the world. His legal experience ranges from private commercial matters to public interest law. He is an expert in labor and employment law and international labor standards, and has advised on the drafting of labor legislation and the design of national systems for labor dispute resolution in Asia and Africa. Mr. Hwang worked for over five years at the international law firm Weil, Gotshal & Manges in New York where he provided legal and governance advice in complex restructurings and distressed situations. Prior to co-founding Sok Xing & Hwang, he was senior legal and strategic advisor to Cambodia's Arbitration Council. He has also served as consultant to the Asian Development Bank (ADB), International Labour Organization (ILO) and World Bank.

Mr. Hwang holds a Juris Doctor degree from the University of Michigan Law School and a Bachelor of Arts degree in Philosophy from the University of Michigan. He is fluent in English and proficient in Chinese and Khmer.

**EXPERIENCE****Business Finance and Restructuring**

- Representing and counseling U.S. and international clients –corporate debtors, creditors, lenders and asset purchasers– in full spectrum of major Chapter 11 bankruptcy cases and distressed financial situations from multitude of sectors, including energy, healthcare, banking and financial services, retail, manufacturing, and airlines
- Providing legal counseling on corporate governance, insolvency law and restructuring strategies
- Litigation and motion practice before the U.S. Federal Bankruptcy Court
- Negotiating of out-of-court restructurings, debtor-in-possession financings, secured transactions, corporate acquisitions, Chapter 11 plans of reorganization and orderly liquidations
- Representations include: Enron Corp., GE Capital Aviation Services (as secured creditor), Genesis Health Ventures Inc., Marvel Entertainment, US Airways

**Cambodia Labor Law, Labor Dispute Resolution (LDR) System, Industrial Relations**

- Drafting comprehensive review and analysis of Labor Law of Cambodia for Ministry of Labor and Vocational Training and ILO
- Carrying out assessment of Cambodia LDR institutions and services for international study of comparative systems and ILO public policy paper
- Advising on reform of arbitration process, developing procedural and evidentiary standards and guidelines applied by Arbitration Council and Ministry of Labor

- Advising arbitrators on legal analysis and application of laws and regulations for labor dispute cases; establishing in-house legal department to support cases; designing legal research database systems; developing tools and systems to monitor and evaluate individual and institutional performance, including formulating of reform recommendations
- Consultant to World Bank on development of strategy to secure institutional and financial sustainability of Arbitration Council
- Consultant to ADB on Cambodia country diagnostic report; drafting industrial relations section of Cambodia employment diagnostic analysis

#### Other Labor Laws, LDR Systems

- Advising Afghanistan Ministry of Labor in national labor law reform process through comprehensive review and revision of Labor Code; drafting legislative amendments incorporating stakeholder inputs, international labor standards and comparative law and practice
- Designing national LDR system for Afghanistan Ministry of Labor; drafting related regulations
- Advising Tanzania's national Commission for Mediation and Arbitration (CMA) on case management system; training judges, arbitrators, mediators on design and use of legal/case research systems; drafting and editing Tanzania's first Labor Dispute Prevention and Resolution Training Guide, published by CMA
- Consulting with Zanzibar's national Dispute Handling Unit on initial assessment for establishment of LDR system

#### Policy Research, Legal Aid

- Cross-country analysis of regulatory frameworks on trafficking in persons, labor migration, asylum, child protection and social protection across Greater Mekong Subregion
- Research of national legislation, regulations, policies on child welfare and protection in select countries in Asia and Europe
- Legal aid to individuals and communities dispossessed of rights in land under former apartheid regime in South Africa
- Legal transactional services on federal housing assistance to urban residents, non-profits and community based organizations in Detroit, USA
- Prepare petition for federal recognition of tribal status for American Indian tribe in northern Michigan, USA

### **PUBLICATIONS, SPEAKING ENGAGEMENTS**

- Reeve, M., Hwang, H.S., (forthcoming). *Cambodian Industrial Relations*. Geneva: International Labour Office.
- Presentation on Industrial Relations in Cambodia at national launch of *Cambodia Country Diagnostic Report* organized by Asian Development Bank, Phnom Penh, December 2014.
- Hwang, H.S., Reeve, M., (forthcoming). *Industrial Relations*. Manila: Asian Development Bank. Produced for ILO-ADB *Cambodia Employment Diagnostic Analysis*.
- Adler, D., Hwang, H., 2012. *From Law on the Books to Law in Action: A Note on the Role of Regulation in the Production of Good Jobs in Cambodia's Garment Sector*. Phnom Penh: World Bank. Background paper commissioned for *World Development Report 2013: Jobs*.
- van Noord, H., Hwang, H.S. and Bugeja, K., 2011. *Cambodia's Arbitration Council: Institution-Building in a Developing Country*. Geneva: International Labour Office.
- Special Presentation on Cambodia's Arbitration Council to ILO Section of the International Society for Labour and Social Security Law, Geneva, November 2010.
- Practitioners Panel at Special Session on Legal Empowerment of the Poor, UN Global South South Development Expo, Geneva, November 2010.

- de Bouter, E. et al., 2005. *Cambodian Employment and Labour Law*. 3<sup>rd</sup> ed. Phnom Penh: Community Legal Education Center. (Contributing editor)
- Hwang, H.S., Reeve, M. and Vireak, A., 2005. *Labour Law Review July 2005*. Phnom Penh: Community Legal Education Center. Produced for review by ILO/Ministry of Labour and Vocational Training.
- Hwang, H.S., 2004. Ninth Circuit Limits Preemption of Nonbankruptcy Law to Laws Relating to Financial Condition. *Bankruptcy Bulletin*, Vol. 11, No. 2.
- Hwang, H.S., 2002. Fifth Circuit Declines to Confer Administrative Priority Status on Prepetition Severance Benefits. *Bankruptcy Bulletin*, Vol. 9, No. 8.