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Licensed to practice in the United States and her native Japan, Aki Tanaka is a member of Littler's APAC team and focuses her practice on international employment and labor law. She understands the laws, language and culture in both countries, and her bilingual abilities bring clarity to workplace uncertainties for Japanese and U.S. employers. Tanaka's guidance, document reviews and communication can be conducted in English or Japanese. Based on her unique knowledge and experience in U.S. common law jurisdiction and Japanese civil law jurisdiction, Tanaka also advises U.S.-based and Asia-based companies on their outbound international labor and employment laws across the globe. Her client responsibilities include helping clients properly engage their workforce for market entry to Japan (including developing proper employment documents and obtaining visas); counseling clients on terminations, restructuring, market exit and unpaid overtime issues in Japan; assisting Japanese clients in the U.S. with discrimination litigation or mediations (especially with high-level executives); providing daily consultation on U.S. employment laws; and providing antiharassment training in Japanese or English in both Japan and the U.S. Before joining Littler, Tanaka was a partner at a firm in Japan, where she practiced law for more than ten years. She also has experience as in-house legal counsel to a U.S. employer in Japan operating in the consumer goods industry.