

Cecilia Lee

Associate

Taipei
+886.2.2326.5172

cecilia.lee@klgates.com

OVERVIEW

Cecilia Lee is an associate in the firm's Labor, Employment, and Workplace Safety practice. She has continuously provided consultation on Taiwan-related labor matters for many multinational companies, advising on issues ranging from labor conditions and relations to welfare and EHS. Cecilia has advised multinationals on developing employment policies and documents, and represented prominent businesses in labor dispute mediation and litigation. She has also guided clients through labor challenges arising from corporate restructuring, and provided in-house training on topics like harassment prevention. In addition to her labor and employment knowledge, Cecilia is experienced in labor safety, environment, data protection, and IP litigation. Cecilia is also a certificated sexual harassment investigation professional, repeatedly appointed by the Taipei City Government Department of Labor as the investigator for workplace sexual harassment cases.

PROFESSIONAL BACKGROUND

Prior to joining the firm, Cecilia was an associate at a law firm in Taiwan where she concentrated her practice in insurance. She also gained experience in corporate litigation, corporate hostile takeovers, business investments, mergers and acquisitions, securities and exchange law, corporate law advisory, business contracts, and labor and employment. In addition, she worked as a senior legal specialist for two insurance companies.

SPEAKING ENGAGEMENTS

- Guest Lecturer, “Civil and Labor Pleading Drafting and Litigation Practice,” School of Law, National Yang Ming Chao Tung University, 9 and 23 May 2025

EDUCATION

- LL.M., National Yang Ming Chiao Tung University, 2022
- LL.B., National Taipei University, 2004

ADMISSIONS

- Bar of Taiwan

LANGUAGES

- Chinese (Mandarin)
- English
- Taiwanese

THOUGHT LEADERSHIP *POWERED BY HUB*

- 2026, Global Employer Guide
- 11 April 2018, Terminating Employees in Taiwan
- 9 November 2017, Non-Competition Clauses Under Taiwan Law

OTHER PUBLICATIONS

- "How to Protect Trade Secrets from the Perspective of Labour Law", *The Legal 500 Hot Topics*, 2025
- "Employment & Labour Law: Taiwan," *The Legal 500 Country Comparative Guide*, 2021–2024
- "A Study on Performance Improvement Plan Applies to Doctrine of Ultima-Ratio," *Taiwan Bar Journal*, 2023

NEWS & EVENTS

- 3 June 2025, K&L Gates Advises MediaTek on US$150 Million Sale and Licensing Agreement of Discrete TCON Assets and Related Technology
- 3 October 2023, K&L Gates Advises Live-Streaming Platform 17LIVE on Landmark De-SPAC Business Combination in Singapore
- 11 May 2022, K&L Gates Advises Silicon Motion Technology Corporation on US$3.8 Billion Cross-Border Take-Private Acquisition by MaxLinear, Inc.

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Employment Disputes
- Employment Investigations

- Employment Issues in Business Transactions
- Human Resource Advice and Compliance
- IP Litigation
- Mergers and Acquisitions
- Wage and Hour
- Workplace Safety