



JENNY TSIN

d +65 6416 8110
f +65 6532 5722
e jenny.tsin@wongpartnership.com

QUALIFICATIONS

National University of Singapore (LL.B., Hons.)

ADMISSIONS

Singapore Bar

PROFILE

Jenny TSIN is the Co-Head of the Employment Practice and a Partner in the Commercial & Corporate Disputes Practice, Corporate Governance & Compliance Practice and the Corporate & Regulatory Investigations Practice.


Jenny is experienced in all aspects of employment laws, with particular focus on preventing and resolving disputes between employers and employees. In this context, Jenny regularly drafts and negotiates exit agreements and manages disputes when they arise. Jenny also advises clients in respect of their employment related regulatory obligations such as those under the Employment Act, the Employment of Foreign Manpower Act, the Central Provident Fund Act and the Industrial Relations Act.

Jenny has also represented clients to present findings before regulators (such as the Ministry of Manpower) and sat as a member of the Committee of Inquiry in respect of certain of the workplace safety investigations.

On the investigations front, Jenny frequently handles sensitive and complex investigations. Jenny has led investigations relating to employee misconduct, conduct which potentially amounts to breaches of sanctions and other financial regulations, privacy breaches, and in landmark cases where workplace safety breaches led to loss of lives.

Jenny is the Asia Pacific Regional Chair and a member of Board of Directors at Employment Law Alliance. She speaks frequently at employment law seminars, such as those organised by the International Pacific Bar Association. She co-authors the *Randstad Workpocket Singapore* and is a consultant editorial board member for LexisNexis Practical Guidance on Employment Laws in Singapore.

In addition to employment related disputes, Jenny's dispute resolution experience, which spans both litigation and arbitration, extends to shareholder disputes, commercial and contractual disputes and claims relating to directors' duties, auditors' duties, and other corporate governance matters.



As a Partner in the corporate governance and compliance practice, Jenny advises and speaks on provisions of the Securities and Futures Act, the Companies Act and other regulatory statutes. Jenny routinely advises and assists corporations in their investigations of such issues.

Jenny graduated from the National University of Singapore and is admitted to the Singapore Bar. Before joining WongPartnership, Jenny served as State Counsel and Deputy Public Prosecutor with the Attorney General's Chambers.

Jenny also is a facilitator with the Singapore Institute of Legal Education, conducting sessions in Advanced Corporate Practice and Civil Procedure at the Preparatory Course leading to Part B of the Singapore Bar Examinations (a compulsory course for all law students seeking admission to the Singapore Bar).

On the pro bono front, Jenny volunteers her time with the Criminal Legal Aid Scheme, providing legal representation to the needy.

Related Practices


- Commercial & Corporate Disputes
- Corporate Governance & Compliance
- Corporate & Regulatory Investigations
- Employment
- Professional Services

Publications & Legal Updates:

- Employment Law Alliance Asia Pacific Employment Termination Survey
- Global Legal Insights to: Employment & Labour Law - Singapore Chapter
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Profiles and Who's Who Legal. Jenny is the only Singapore practitioner identified as a Global Elite Thought Leader in Labour & Employment by *Who's Who Legal* since the 2018 edition. Recognised as a Litigation Star in Labour and Employment by *Benchmark Litigation*, Jenny is also listed in *Thomson Reuters' Standout Lawyers*, an independent research listing the most outstanding lawyers globally.

Chambers Asia-Pacific highlights her skill "in contentious employment matters, including negotiating exit agreements, wrongful terminations and investigating employee misconduct", lauding Jenny for her "very good technical knowledge" and that she "is very mindful of the possible adverse publicity that these matters can generate and advises accordingly." *Who's Who Legal* also praises her for giving "very timely responses", offering "high-quality advice" and that she "demonstrates deep subject matter knowledge."

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LITIGATION MATTERS

- Acted for Olam International Ltd. in a defamation suit against short-seller Mr Carson Block and his research firm, Muddy Waters LLC, after Mr Block criticised its debt levels, the way it booked profits on some of its acquisitions and the valuations of its biological assets at a prestigious London conference. In doing so, Mr Block and his research firm caused the share price of Olam's securities to plummet in the short-run, which benefited short-sellers.
- Acted for a Singapore company, Prestige Marine Services Pte. Ltd., in an SIAC arbitration with Marubeni International Petroleum (S) Pte. Ltd., the local subsidiary of a multinational company listed in Japan. The dispute concerns the sale and purchase of fuel products. The matter also involves challenges against the arbitration award and to the enforcement of the award.
- Acting for various parties in an international arbitration involving a joint venture between a PRC company and a British Virgin Islands company in respect of a US\$42 million investment in iron and manganese mines in South Africa.
- Acting for a Singapore listed company in an CIETAC arbitration in respect of a contractual disputes with PRC counter parties.
- Acting for a multinational fast moving consumer goods company in an international arbitration involving its supplier.
- Representing United Fiber System Limited ("UniFiber") a Singapore-listed company, in a claim against China National Machinery & Equipment Import & Export Corporation ("CMEC") that a statutory demand issued by CMEC to UniFiber ought to be set aside.

- Acting for a major South Korean-based company against a Swiss-based oil trading company and its Singapore subsidiary in a US\$21 million claim, for breach of certain naphtha contracts entered into in 2008. In the course of the matter, the defendants applied to wind themselves up, and consequently, cross-jurisdictional insolvency issues arose.
- Acted for the shareholders of Petroval Singapore Pte. Ltd. against Petroval SA, the international arm of Yukos Oil, in a multi-million dollar claim where Petroval SA had alleged that the shareholders held their shares in Petroval Singapore on trust for Petroval SA. The dispute was multi-jurisdictional, and was fought in the British Virgin Islands, Netherlands, Singapore and Switzerland. Prior to the trial, there were numerous hearings relating to interlocutory matters before the Court of Appeal, including the issue of whether the courts have the power to grant free-standing Mareva injunctions. The matter eventually settled out of court.
- Representing the Land Transport Authority of Singapore in a High Court dispute with Octopus Cards Ltd. (subsidiary of a joint venture between the major transportation companies in Hong Kong S.A.R.), in respect of the EZ Link Card system, a contactless stored value card payment system/software currently utilised for public transport in Singapore. The dispute has wide ranging implications for the national transport system.
- Acting for a shareholders' dispute between majority and minority shareholders of a group of companies with listed entities in Hong Kong S.A.R. and Malaysia.
- Acting in a defamation dispute involving a leading accounting firm.
- Acting in an employment dispute between a leading accounting firm and a senior employee.
- Advising multinational companies on 'white collar crimes'.
- Advising a global bank in respect of employees potentially involved in non-deliverable forward (NDF) rates setting, which were the subject of a review by the Monetary Authority of Singapore.
- Advising multinational companies and Singapore-based companies in respect of their statutory obligations under the various Singapore employment statutes.
- Advising multinational companies and Singapore-based companies with presence in the region in respect of the anti-corruption legislation in Singapore, including reviewing anti-corruption, anti-fraud and anti-money laundering programmes for compliance with local regulations.

EMPLOYMENT MATTERS

- Assisting various companies, such as AeroTurbine, Inc., Applied Materials Inc., HJ Heinz Company, Western Digital Corporation in employment related documentation arising from corporate transactions such as acquisitions and sale of the businesses / assets.
- Advising Nomura Holdings Inc. on employment and insolvency-related matters, in connection with its acquisition of certain assets and transfer of employees of Lehman Brothers International Group in the Asia Pacific region. The deal was awarded "Restructuring Deal of the Year" by *IFLR Asia Awards 2009*.
- Acting for various multinational companies and Singapore-based companies in their investigations against their employees for breaches of duties, and/or of legislation (such as the Prevention of Corruption Act).
- Acting as Singapore counsel for a U.S. Defence supplier in its suit (commenced in the U.S.) against its local agent in respect of, amongst others, acts of corruption committed by the local agent.
- Acting for the Land Transport Authority of Singapore in a High Court dispute with Octopus Cards Ltd. (subsidiary of a joint venture between the major transportation companies in Hong Kong S.A.R.), in respect of the EZ Link Card system, a contactless stored value card payment system/software currently utilised for public transport in Singapore. The dispute has wide-ranging implications for the national transport system.
- Acting for a consortium of investors to defend against a winding up application of a joint venture company brought by a joint venture partner on 'just and equitable grounds'.
- Acting for the majority shareholders in a shareholders' dispute between majority and minority shareholders of a group of companies with listed entities in Hong Kong S.A.R. and Malaysia.

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As a disputes lawyer, Jenny is able to assist clients through the entire course of their potential needs – from the investigations stage all the way through to the litigation stage (as required). On this note, Jenny has defended clients against prosecutions by the State and acted for clients in claims against the wrongdoers.

Jenny has also represented clients to present the findings before regulators (such as the Ministry of Manpower) and sat as a member of the Committee of Inquiry in respect of certain of the workplace safety investigations.

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regulatory statutes. Jenny has an interest in issues relating to corporate fraud, anti-money laundering and insider trading. Jenny routinely advises and assists corporations in their investigations of such issues.

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On the pro bono front, Jenny volunteers her time with the Criminal Legal Aid Scheme, providing legal representation to the needy. She is also a Board member of ISCOS, a charitable organisation which takes an active role in engaging the community to help ex-offenders and their families.


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