

Tommy (Junho) Hong

Senior Associate

T 416.367.6462
F 416.367.6749
Toronto
tommyhong@blg.com
LinkedIn

Labour & Employment
Human Rights
Employment Disputes
Workplace Harassment
Labour Relations Board Advocacy Work
Pensions & Benefits

Tommy is a pension and benefits & labour and employment lawyer. Tommy regularly handles day-to-day, litigation and corporation transaction mandates, including complex and sensitive matters.

Tommy's labour and employment & pensions and benefits practice includes:

- Establishing employment operations in Ontario, including considerations of use of employer of record.
- Advising employers on many aspects of the employment relationship, including job positing requirements, interview questions and pre-employment representations and establishment of employment contracts.
- Managing the ongoing employment relationship, such as leave of absences and accommodation issues and performance management.
- Advising on terminations of employment relationships, including pension and benefits entitlements in severance packages.
- Advising on contractor relationships, including classifications as dependent contractors and independent contractors.
- Advising pension plan stakeholders on pension and benefits plan set-ups and mergers.
- Advising pension plan sponsors and administrators on plan sponsor and plan administrator duties, including funding obligations and letters of credit.
- Advising on and providing legal opinions on pension plan surplus issues.
- Advising borrowers and lenders in the context of pensions and benefits liabilities and obligations.
- Providing strategic advice in corporate transactions (e.g., asset purchase and sales, share sale and purchase, amalgamations, etc.) including transferring employment of employees, the establishment or

termination of retirement income and other benefit plans, pension asset transfers and mitigating risks of constructive dismissal.
- Representing employers, pension plan sponsors and administrators with litigation matters such as wrongful dismissal lawsuits, unjust dismissal complaints, human rights applications, pension compliance issues, pension plan rectification applications, and judicial review applications of administrative tribunal's decision.

Tommy is fluent in Korean.

Experience

- Kiwa N.V., a Netherlands-based testing, inspection and certification organization, in connection with its agreement to acquire the Testing, Inspection and Certification (TIC) business of CSA Group for approximately C$2.1 billion.
- Element Materials Technology, a global testing, inspection and certification services company, in the US$400 million carve-out and sale of its North American Life Sciences Testing Services business to Eurofins Scientific SE.
- Canadian counsel to KDDI Corporation in its approximately US$65 million minority investment in, and business alliance with, Coincheck Group N.V.
- Counsel to Giampaolo Group on Rio Tinto's C$700 million joint venture with Giampaolo Group with respect to the Matalco businesses.
- Counsel to Securian Financial Group on its acquisition of Armour Group Inc.
- Counsel to Fisgard Asset Management Corporation in its asset sale to Neighbourhood Holdings.
- Counsel to Grundfos in its acquisition of Newterra.
- Counsel to Wealth One Bank of Canada in its sale to ae consortium of strategic investors.
- Counsel to InnVest Hotels in its acquisition of hotel portfolio from Morguard and subsequent sale to Manga Hotels.
- Counsel to Banneker Partners LLC in its investment of Remsoft.
- Counsel to STN Video its sale to Minute Media.
- Counsel to Canadian Premier in its acquisition of Sun Life's sponsored markets business.
- Counsel to a private investment consortium in its acquisition of Syneos Health, Inc.
- Counsel to Orkin Canada Corporation in its successful application with the Ontario Superior Court of Justice, where it received a judgment rectifying the text of its pension plan.
- Counsel to the Neighbourhood Group Community Service in successfully responding to a judicial review application of a decision from the Human Rights Tribunal of Ontario.

Insights & Events

- Author, "Pay Equity Act: Key points for private sector employers and considerations for M&A", BLG Article, April 2026
- Speaker, "Pension Plan Surplus: Recent Trends and Key Legal Issues", Ontario Bar Association, February 2026
- Speaker, "Making the Most of the ESA for your Client", Ontario Bar Association, March 2023
- Author, "Employer vaccine policy upheld in arbitration", BLG Article, November 2021

Beyond Our Walls

Professional Involvement

- Member, Law Society of Ontario

Community Involvement

- Director, Korean Legal Aid Clinic Employment Law Seminar
- Speaker, Human Resources Professional Association Seminar

Awards & Recognition

- Recognized in the 2027 edition of *Chambers Canada* (Pensions & Benefits (Nationwide))

Bar Admission & Education

- Ontario, 2019

- JD, Michigan State University (College of Law), 2018 (cum laude)
- BA, University of Toronto, 2014
- JD, University of Ottawa, 2018

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