



TED H.S. HONG
ATTORNEY AT LAW, LLLC

EMPLOYMENT,
WORKPLACE LAW & LITIGATION

TED H. S. HONG, ESQ. Attorney at Law

EXPERIENCE:

Lead counsel in over twenty-seven (27) jury trials in the State of Hawaii, the United States District Court for the District of Hawaii and appeals before the Ninth Circuit Court of Appeals, Intermediate and Hawaii State Supreme Courts, and the Supreme Court of the United States.

Lead counsel in over thirty (30) labor arbitrations (employer, employee and union) and mediations in disputes involving collective bargaining agreements, the EEOC, the Hawaii Civil Rights Commission and the Court Annexed Arbitration Program in the State of Hawaii.

Arbitrator in over twenty (20) arbitrations involving contract interpretation, interest arbitration and personal injury litigation.

July, 2004 to the present

Hilo, HI

Solo Practitioner. Advising and representing clients in Employment, Workplace and Labor related matters, business law, administrative law and civil litigation including appearing before county agencies, state agencies, state and federal courts.

Grand Jury Counsel. Third Circuit Court, State of Hawaii.
Appointment from July 1, 2006 through June 30, 2007.

2003 to July, 2004

Honolulu, HI

Chief Negotiator, State of Hawaii. Office of the Governor, Office of Collective Bargaining and Managed Competition. Negotiated all collective bargaining agreements and amendments with all public sector unions. Responsible for developing a Statewide Plan for Managed Competition.

2001 to 2003

Hilo, HI

Solo Practitioner. Advising and representing clients in Employment, Workplace and Labor related matters and civil litigation, administrative law and civil litigation including appearing before



county agencies, state agencies, state and federal courts.

Grand Jury Counsel, Third Circuit Court, State of Hawaii.
Appointed by Chief Justice Moon to advise and represent the Grand Jury Panels on the Island of Hawaii. Term expired June 1, 2002.

2000

Hilo, HI

Corporation Counsel, County of Hawaii

1993-2000

Hilo, HI

Assistant Corporation Counsel, County of Hawaii

Responsible for the administration and supervision of forty-one (41) attorneys and staff, including legal assistants, accountant, account clerk, adjustor-investigator, and clerical staff.

Planning and management of annual budget (FY 2000: \$2,384,474).

Advised and represented County officers, representatives, agents, employees, Boards and Commissions, before state and federal courts, state and federal administrative agencies, labor wage/interest arbitrations and collective bargaining agreement arbitrations.

Lead counsel for the County of Hawaii in formulating, advising and defending the County of Hawaii, its officers and representatives in procurement actions brought under the State of Hawaii's procurement law and administrative regulations and formulating County procurement procedures and advising County officials and employees on procurement procedures.

1991-1993

Hilo, HI

Associate Attorney, *Roebrig, Roebrig, Wilson, Hara & de Silva*

Advised and represented Plaintiffs in personal injury cases, products liability cases, workers compensation cases and criminal defense work.



1988-1991

Honolulu, HI

Deputy Corporation Counsel, City and County of Honolulu

Litigation Division: Advised and represented officers, representatives, agents, employees of the City and County of Honolulu in state and federal courts and state and federal administrative agencies, including appellate work.

1984-1988

Honolulu, HI

Deputy Prosecuting Attorney, City and County of Honolulu

1987-1988: White Collar Crime Unit: Investigative coordination, screening, investigative Grand Jury, indicting and prosecuting offenses such as public corruption, bribery, theft over \$200,000, securities violations and labor racketeering.

1986-1987: Felony Drug Prosecution Unit: Prosecution of Felony Drug offenses, advised law enforcement agencies, reviewed search warrants, and conducted forfeiture proceedings.

1983-1985: District and Family Court Division: Prosecution of Family Court felony and misdemeanor offenses and District Court misdemeanor, petty misdemeanor and traffic violations.

1983-1984

Honolulu, HI

Law Clerk, Department of the Prosecuting Attorney, City and County of Honolulu

Appellate Division; District Court Division - Special Assignment, develop Department's first form book for evidentiary foundations, including litany of foundational questions, requirements and case law annotations. Developed in conjunction with all divisions within the Department.

ADMITTED TO PRACTICE:

2021: Supreme Court of the United States of America

1989: United States Court of Appeals for the Ninth Circuit

1984: United States District Court for the District of Hawaii

1984: State of Hawaii



COMMUNITY SERVICE:

2022-present, Board Member, Legal Aid Society of Hawaii

2023, Recording Secretary, Hilo Yacht Club

2022, Rear Commodore, Hilo Yacht Club

2021, Commodore, Hilo Yacht Club (non-profit social club)

2020, Vice Commodore, Hilo Yacht Club

2018, Volunteer Chairperson, Hilo Yacht Club, 100th Anniversary Committee

2014-2018 Friends of Scouting Fundraising Committee

2013, Chairman, PUKAHI District, Friends of Scouting, Community Fundraising Chair

2009-2012, Member, Hilo Medical Center Foundation

2009-2011, Member, Rotary Club of South Hilo

2009, Member, Camp Honokaia (Aloha Council - Boy Scouts of America) Development Committee

2007-2009: Chair, Aloha Council, PUKAHI (Puna, Kau and Hilo) District, Boy Scouts of America.

2007, State of Hawaii, Merit Appeals Board, Department of Human Resources Development.

2007, 2006 and 2005, Fall Semester, Lecturer, University of Hawaii at Hilo, Political Science 220, "Introduction to Legal Systems."

2006-2007: Vice-Chair, Aloha Council, PUKAHI (Puna, Kau and Hilo) District, Boy Scouts of America.

July 2006 - July 2007: Vice-Chair, Speakers Committee, Rotary Club of Hilo Bay



2004-2006: Kaumana Elementary School Safety Committee, Community Representative.

Regent, University of Hawaii System, representing the Island of Hawaii, East Hawaii. Appointed May 5, 2003 and expired May 1, 2004.

2004-2005: Boy Scouts of America, Pukahi Division, District Council Member.

2002-2003: Director, Vocational Service, Hilo Bay Rotary Club

2001-2013: Member, Hilo Bay Rotary Club

2001-2002: Kaumana Elementary School PTSA, Audit Committee

2000-2001: Kaumana Elementary School PTSA, Facilities Committee

2000: Korean Centennial Celebration, Opening Ceremony sub-committee

1999: Fall Semester: Lecturer, University of Hawaii at Hilo, Political Science 321, Constitutional Law

1993: Law Week Chairman, East Hawaii Bar Association

1992-1999: Volunteer Judge, YMCA Teen Court, Hilo, Hawaii.

1992-1993: Fund-raising Committee for the 90th Anniversary of Korean Immigration to Hawaii Celebration, Island of Hawaii

1987-1988: President, William S. Richardson School of Law, Alumni Association

1986-1994: Volunteer, Attorney-Coach, Hawaii State High School Mock Trial Competition. Hilo High School, 1992 State Champion. Moanalua High School, 1989 State Champion, 1988 State Runner-up.

PROFESSIONAL ASSOCIATIONS:

Hawaii State Bar Association, member of the East Hawaii Section, Government Attorneys Section, and Employment Law Section.



William S. Richardson School of Law, Alumni Association
Catholic Bar Association

REFERENCES:

Available upon request.

AWARDS AND RECOGNITIONS:

2020, Certificate of Meritorious Service, Hawaii County Bar Association

2020, Hawaii State Legislature Recognition for Meritorious Service.

2006 Pukahi District, Aloha Council, Scout Family of the Year.

Best Lawyer, Kama'aina Services, Best of Hawaii Island, *Hawai'i Island Journal*, June 16-30, 2002.

Certificate of Appreciation, Ronald T. Y. Moon, Chief Justice of the Supreme Court of Hawai'i, May 31, 2002.

Certificate of Appreciation, Vocational Service, Rotary Club of Hilo Bay, June 25, 2003.

Certificate of Appreciation, Hawaii County Police Department, June 26, 2000.

LECTURES AND PRESENTATIONS:

SHOPO, Joint Labor-Management Meeting, Presenter, "That was Then, This is Now - Changes in the Workplace." July 20, 2005, Hawaii Prince Hotel.

"FLSA - Recent Changes in the Law," July 12-13, 2005, County of Kauai.

Small Business Hawaii, April 29, 2004, "Change, Commitment and Challenges to Politics in Hawaii."

Ethics Discussion, Panel Member, MBA Program, UH Manoa, February 11, 2004.



Joint Labor-Management Seminar, sponsored by the HGEA, Employer Panel member; Hilo, Hawaii, November, 2003.

“Workplace Violence Risk Analysis: Effective Prediction and Intervention Strategies,” July 23, 2002 - Hilo, Hawaii. Sponsored by the Pacific Institute for the Study of Conflict and Aggression and the University of Hawaii at Hilo.

“Violent Threats to the Workplace: Prediction, Prevention & Intervention,” September 11, 2002, Hawaii Convention Center. Sponsored by the Pacific Institute for the Study of Conflict and Aggression.

“Start Up: The Hawaii Entrepreneurs Bootcamp.” November 8, 2002, University of Hawaii. “Legal Issues: Employment Law”

“Supervisor’s and Management’s Challenge with Discipline and Termination.” November 13, 2002, Sponsored by the County of Hawaii. “Legal Implications of Disciplinary Actions.”

“Arbitrations in the Public Sector.” Sponsored by Maui County, Office of the Corporation Counsel. Spring, 2001.

PUBLICATIONS:

Masterpiece Cakeshop: “Does Anybody Really Know What Time It Is?” 52 UIC J. Marshall L. Rev. 83 (2018).



Schedule of Hourly or Daily Fees and Costs
as of September 19, 2025

1. Hourly fee: \$400.0 per hour (increments billed accordingly using the CLIO billing platform)
2. Daily Fee: Only hourly
3. Costs: All costs are billed as incurred, with no markup.
 - Copies: \$.25 per black and white
\$.35 for color
 - Travel: Airfare at cost, coach only
Ground transportation
(economy car)
 - Hotel: Base or Kamaaina rate
 - G.E.T.: 4.712%