

# Enya YANG Partner

Human Resources and Labor Relations | Dispute Resolution Regulatory and Compliance



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Shanghai

Enya Yang is a partner at Merits &Tree. Ms. Yang's main practice areas include employment compliance, ESOP, fraud and compliance investigation and dispute resolution. She has over ten years' of professional experience spanning both litigation and non-contentious areas.

In employment compliance area, Ms. Yang focuses on establishing practical and business-oriented risk defense systems for multinational corporations, listed companies, large funds, and high-growth innovative enterprises. She provides comprehensive legal support for workforce transfer and placement during strategic restructuring, organizational adjustments, M&A, and full-cycle advisory on daily employee management.

Additionally, Ms. Yang is adept at handling complex labor and equity incentive disputes, including departure and negotiation with co-founders and senior executives, non-compete disputes, and incentive equity-related cases. She excels at identifying key issues, formulating optimal litigation or negotiation strategies, and representing clients throughout mediation, arbitration, and litigation proceedings, successfully resolving numerous challenging cases.

Prior to joining M&T, Ms. Yang served as a partner at Lifeng Partners and previously worked at leading law firms including King &

# Achievements

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## Daily Labor Law advisory

- Provide routine labor compliance support for a globally renowned medical device company
- Provide routine labor compliance support for a well-known multinational beer manufacturer
- Advise a prominent foreign bank on legal analysis regarding employee transfers and termination
- Provided routine labor law advisory for a world-leading pulp company
- Provide HR legal support for a fund company engaged in equity investment with an AUM of RMB 4 billion
- Advise a startup in the biotech field specializing in single-cell sequencing on HR matters
- Provide labor law advisory services for a listed high-tech bio-pharmaceutical company
- Provide various legal support to a well-known listed company regarding employee misconduct, trade union management, and policy review
- Provide routine labor law support for a leading domestic securities company

## Establishment and Optimization of HR Compliance System

- Establish an HR compliance system for a large chemical manufacturer, drafting necessary HR documents and designing internal HR policies
- Build an HR compliance system for a renowned private equity fund company, refining all HR documentation
- Provide HR compliance system establishment services for a well-known sports service technology company, drafting necessary HR documents and designing internal HR policies
- Draft required labor and HR documents and assisted in designing employee management systems for a renowned language education software application company
- Design a comprehensive and targeted HR compliance system establishment plan for a high-tech life sciences company specializing in brain-computer interfaces
- Draft a complete set of HR documents and designed relevant internal HR policies for a newly established Wholly Foreign-Owned Enterprise (WFOE) of a globally renowned home appliance company
- Provide compensation structure optimization and overtime compliance rectification services for a leading hydrogen energy technology company, including designing multiple rectification strategies and solutions tailored to regional policies, optimizing the compensation structure, and improving attendance and overtime management systems

## Labor Arbitration and Litigation

- Represent a world-renowned Japanese automotive logistics company in a collective labor dispute (involving 24 employees), participating in arbitration and court proceedings (first and second instance)
- Represent the legal representative who is the founder of a mobile game development company in a non-compete dispute case initiated by his former employer, with the amount involved reaching 20 million
- Represent the CTO of a prominent medical technology company in a post-resignation equity incentive dispute
- Represent an internet enterprise in unilateral termination of the CFO and represent the company in arbitration and first instance, securing a favorable judgement
- Represent a state-owned enterprise in a labor arbitration against its CEO and COO, with the amount involved reaching over 100 million

- Represent 6 employees in a labor arbitration initiated by a leading solar cell enterprise concerning non-compete obligations; participated in the arbitration hearing, resulting in a settlement
- Represent a Shanghai-based foreign-invested kitchenware manufacturer in a labor arbitration dispute filed by an employee regarding unlawful termination, achieving a successful outcome for the client
- Represent a well-known hotel enterprise in a labor dispute arbitration concerning commission and bonus claims brought by a terminated employee
- Represent a leading company in the intelligent robotics sector in disputes raised by an employee over bonus payment, position adjustment, and termination of employment; successfully facilitated a settlement and concurrently resolved related incentive equity issues
- Represent a new energy motorcycle manufacturer in handling employment termination and incentive equity disputes with several departing co-founders and senior executives

## Social Positions

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- Mediator, Shanghai Second Intermediate People's Court
- Member of the Shanghai Bar Association's Labor and Social Security Committee

## Education

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LL.M., University of Sydney  
LL.B., Shanghai University of Political Science and Law

## Admissions

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PRC Bar

## Language

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Chinese、English