



Xi (Grace) Yang

Of Counsel

One Union Square
600 University Street, Suite 3200
Seattle, WA 98101
main: (206) 623-3300
direct: (206) 381-4904
fax: (206) 447-6965
gyang@littler.com



Focus Areas

International Employment Law
Hiring, Performance Management and Termination
Business Restructuring and M&A
Policies, Procedures and Handbooks
Audit Services
Unfair Competition and Trade Secrets
Privacy and Data Security

Overview

Xi (Grace) Yang is committed to helping global companies in international labor and employment law matters. Grace has considerable experience advising clients on complex employment and international law issues in a wide range of industries. She has served as general outside counsel to many businesses, especially those that have overseas operations or are expanding into foreign legal jurisdictions. She has written extensively about important, cutting-edge employment law issues that may impact multinational employers, including authoring a comprehensive book on employment law in China. Grace is a frequent speaker and instructor on international and employment law. Grace also serves as an editor for Littler's publications on international employment law.

Grace collaborates with other Littler attorneys to advance new ideas and innovations. As part of the firm's internal Innovate 100 Tournament, she and her team were recognized for developing an interactive tool that would help companies manage global reductions in force.

Prior to joining Littler, Grace worked out of the Seattle and Beijing offices of an international law firm, where she helped her clients navigate the legal side of doing business internationally with a focus on Asia and China-related matters.

Grace's unique international background and perspective, as well as a deep understanding of both American and Chinese cultures and legal systems, bring great value to her clients.

Grace firmly believes in giving back to our community and devotes a substantial portion of her time to volunteering with nonprofit organizations on a pro bono basis, including the King County Bar Association and the Northwest Immigrant Rights Project. Grace serves as a mentor to law students through local bar associations and other organizations.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Washington State Bar Association
- Member, King County Bar Association
- Member, New York State Bar Association
- Member, Asian Bar Association of Washington
- Member, Seattle Chinese Bar Association
- Member, Washington State China Relations Council

Recognition

- Named, Pro Bono Student of the Year, *University of Washington School of Law*, 2011
- Winner, Best Written Contract, *University of Washington 1L Contract Drafting & Negotiation Competition*, 2009

Education

J.D., University of Washington School of Law, 2011

B.A., Peking University, 2008

Bar Admissions

Washington

New York

Languages

Mandarin

Chinese

Publications & Press

Little Global Guide - China - Q1 2024

Little Global Guide Quarterly

April 17, 2024

A Comprehensive Global Guide for AI Data Protection in the Workplace

Corporate Compliance Insights

April 16, 2024

China's New Cross-Border Data Transfer Rules Substantially Reduce Compliance Burdens for Multinational Employers

Littler ASAP

March 27, 2024

Developing a Global Data Protection Framework for Artificial Intelligence in the Workplace

Littler Insight

February 29, 2024

Australia Aims to Give Employees the Right to Disconnect

Littler ASAP

February 9, 2024

Littler Global Guide - China - Q4 2023

Littler Global Guide Quarterly

January 16, 2024

Littler Global Guide - Australia - Q4 2023

Littler Global Guide Quarterly

January 16, 2024

With a Key Deadline Fast Approaching, Now Is the Time to Address Requirements for Data Transfers Outside of China

Corporate Compliance Insights

November 6, 2023

Strategy to Address China's Recent Proposed HR Exception to Facilitate Cross-Border Data Transfers

Littler Insight

October 31, 2023

Littler Global Guide - China - Q3 2023

Littler Global Guide Quarterly

October 17, 2023

Littler Global Guide - Australia - Q3 2023

Littler Global Guide Quarterly

October 17, 2023

With a Key Deadline Fast Approaching, Now Is the Time to Address the New and Complex Requirements for Data Transfers Outside of China

Littler Insight

September 25, 2023

Women's World Cup 2023 – Equal Pay for Women in and Out of Sports

Littler Insight

August 4, 2023

Littler Global Guide - China - Q2 2023

Littler Global Guide Quarterly

July 21, 2023

Littler Global Guide - Australia - Q2 2023

Littler Global Guide Quarterly

July 21, 2023

Recent Developments in South Korea's Anti-Discrimination Laws

Littler Insight

July 5, 2023

Littler Global Guide - Australia - Q1 2023

Littler Global Guide Quarterly

April 12, 2023

Australia Takes Steps to Address Pay Secrecy and Gender Pay Gap

Littler ASAP

February 15, 2023

Littler Global Guide - Australia - Q4 2022

Littler Global Guide Quarterly

January 26, 2023

Australia: Amendments to Professional Employees Award 2020 Will Require Overtime Pay and Penalty Rates for Engineers, IT Professionals and Scientists

Littler ASAP

January 26, 2023

Speaking Engagements

Modern Award Compliance Australia

April 30, 2024

International Employment Law Considerations for Multinational Employers

King County Bar Association

January 31, 2024

U.S. and China Employment Laws

Global Business Forum (Doing Business with China), University of Washington Foster School of Business

November 13, 2023

International Employment Law Issues in International Transactions

Washington State Bar Association, International Practice Section

November 9, 2023

Employment Essentials for Companies and Talents in the U.S. and China

Washington State China Relations Council

February 23, 2023

What U.S. Companies Need to Know about Managing Talents in China

Association of Corporate Counsel, Washington 2023 Labor and Employment Summit

January 26, 2023

Managing Across Borders from Labor & Employment Law Perspectives: UK and China

Asian Law Center, University of Washington School of Law

January 23, 2023

2022 Asian HR Forum

October 26, 2022

Inside the Coronavirus Outbreak

Legal Talk Network

February 21, 2020

China Employment Law: What HR Needs to Know

HR Web Advisor

2017, 2018, 2019

Employment Laws for Female Workers in China

ProLaw CLE

2018

China Employment Law

Washington State Bar Association, International Practice Section

2017