



## Xi (Grace) Yang

Of Counsel

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### 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

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

*Little ASAP*

March 27, 2024

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

*Little Insight*

February 29, 2024

**Australia Aims to Give Employees the Right to Disconnect**

*Little ASAP*

February 9, 2024

**Little Global Guide - China - Q4 2023**

*Little Global Guide Quarterly*

January 16, 2024

**Little Global Guide - Australia - Q4 2023**

*Little 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**

*Little Insight*

October 31, 2023

**Little Global Guide - China - Q3 2023**

*Little Global Guide Quarterly*

October 17, 2023

**Little Global Guide - Australia - Q3 2023**

*Little 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**

*Little Insight*

September 25, 2023

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

*Little Insight*

August 4, 2023

**Little Global Guide - China - Q2 2023**

*Little Global Guide Quarterly*

July 21, 2023

**Little Global Guide - Australia - Q2 2023**

*Little Global Guide Quarterly*

July 21, 2023

**Recent Developments in South Korea's Anti-Discrimination Laws**

*Little Insight*

July 5, 2023

**Little Global Guide - Australia - Q1 2023**

*Little Global Guide Quarterly*

April 12, 2023

**Australia Takes Steps to Address Pay Secrecy and Gender Pay Gap**

*Little ASAP*

February 15, 2023

**Little Global Guide - Australia - Q4 2022**

*Little 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**

*Little 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