

# Ming Li Partner

Human Resources and Labor Relations | Dispute Resolution Banking and Finance



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Shanghai

Jason Li is a partner at Merits & Tree. Prior to joining Merits & Tree, Mr. Li has respectively worked at JunHe Law Firm and Zhonglun Law Firm for many years.

Mr. Li is well-experienced in the areas of human resources and labor relations. Mr. Li has represented clients to deal with hundreds of complicated labor disputes, especially in the cases of termination of corporate executives, collective disputes, equity incentive and competition restriction disputes; provided comprehensive legal service in establishing confidentiality systems, designing equity incentive schemes, conducting compliance investigations and resignation negotiations, etc.; dealt with labor issues in large-scale M&A and re-organization.

Mr. Li has rich experience in various kinds of civil and commercial disputes, he has provided high-quality legal service in litigation and arbitration for clients, including banks, securities companies, insurance companies, fund management companies, factoring companies and financial leasing companies. Mr. Li specializes in the banking and financial fields, including trust and asset-backed

securitization. Mr. Li has provided comprehensive legal service for various trust, asset-backed securitization, asset management and bond financing projects.

Mr. Li has provided legal service for multinational companies, including Sino-Ocean Group, Sinolink Securities, LC Securities, China Life, the Export-import Bank of China, Zhongrong Trust, Haier Lease, Tang Wealth, NIO, Hage, MXBC, Starbucks, BMS, GSK, etc., the industries of which cover banking and finance, medicine and medical institutions, TMT, high-end manufacturing, consumption and so on.

## Achievements

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### Labor and Dispute Resolution

- Represented a number of internationally renowned pharmaceutical companies in anti-corruption compliance investigations, provided legal service for nearly one hundred labor disputes followed;
- Represented multinational companies in more than ten collective layoffs projects, in which the employee signing rate has exceeded 95%;
- Represented an internationally well-known food group in the first national collective contract dispute, successfully obtained a favor judgment;
- Represented companies in the suit for breach of contract against the former employees who violated the non-competition obligation;
- Represented a number of multinational companies in equity incentive disputes and equity repurchase disputes against the senior executives;
- Advised clients in communicating and collective negotiating with the labor union or employees, assisted in negotiations, dealt with difficulties, emergencies or crises in labor and employment;
- Drafted and reviewed agreements and documents related to human resources management, including without limitation labor contracts, service agreements, non-compete agreements and confidentiality agreements;
- Drafted or reviewed employee handbooks, rewards and penalties policy and company internal rules, provided training on special and hot issues of labor law;
- Designed plans for personnel placement or transfer in M&A, re-organization or liquidation, participated in negotiations, drafted or reviewed relevant documents.

### Civil and Commercial Dispute Resolution

- Represented a large wealth management company in multiple arbitration and litigation disputes in the consumer finance field;
- Represented a factoring company in the case of reorganization and execution against a cultural tourism company in Shenzhen, with the subject amount exceeding RMB 370 million;
- Represented the client in a factoring contract dispute against a construction company, with the subject amount exceeding RMB 200 million, successfully obtained a favor judgment;
- Represented an automaker of new energy vehicles in a guaranty contract dispute against its supplier in Higher People's Court of Zhejiang;
- Represented the client in a factoring contract dispute against a listed company and its affiliates;
- Represented a group company in a real estate mortgage dispute against a real estate company;
- Represented a logistics company in a warehousing dispute against a commercial company;
- Represented a well-known tea company in an architectural projects dispute against a construction company;

- Represented a fashion company in a trademark licensing dispute against the licensee.

## Banking and Finance

- Represented an investment bank in the issuance of Phase III asset-backed securitization of Far Eastern Leasing, including conducting legal due diligence, drafting transaction documents, issuing legal opinions and filing applications;
- Represented an investment bank in the issuance of an asset management plan for securities margin trading, including conducting legal due diligence, drafting transaction documents and issuing legal opinions;
- Represented an investment bank in the bond financing project of a state-owned company, including a full range of legal service;
- Provided long-term legal consulting service for multiple trust companies, including reviewing transaction documents of trust projects, issuing legal opinions, revising standard documents and providing regular legal consulting service;
- Provided long-term legal consulting service for multiple financial leasing companies and factoring companies, including drafting transaction documents, demonstrating innovative projects, issuing legal opinions and dealing with various disputes.

## Honors

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- 🏆 2023 CLECSS Top 10 Outstanding Young Lawyers

## Education

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LL.M., Tsinghua University

LL.B., Southwest University of Political Science and Law

## Admissions

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PRC Bar

## Language

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Chinese、English