



**LIANG Feng**  
**梁枫**

Senior Partner

**Name:** LIANG Feng 梁枫

**Position:** Senior Partner

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**Language:** Mandarin, English

**Practice Area:** DATA COMPLIANCE AND PRIVACY PROTECTION, M&A and Restructuring, LABOR LAW, CIVIL AND COMMERCIAL LITIGATION

## Professional Experience

Mr. Liang has a diversified educational background in law, business management and human resources. He has studied in the Law Department of China University of Political Science and Law, the Economic Law Department of the Graduate School of the Chinese Academy of Social Sciences, the Organization and Human Resource Management Department of the University of Hong Kong, and the Senior Seminar for Chief Compliance Officer of Shanghai Jiaotong University.

Feng has been practicing since 2000 and has long been devoted to corporate law, labor law, dispute resolution and other legal fields, especially specializing in corporate compliance system construction and compliance management, human resources compliance and employment risk management. Feng specializes in providing "legal consulting and management consulting" -panoramic corporate compliance consulting services for enterprises. He is one of the few compliance lawyers in China who has both a business mindset and a management mindset.

Mr. Liang is well versed in litigation and arbitration-related laws, and has long handled various complex dispute resolution cases, especially specializing in commercial disputes and executive litigation, and is an experienced trial lawyer.

The clients served by Mr. Liang mainly come from large and medium-sized state-owned enterprises, private enterprises and foreign-invested enterprises, covering steel, coal, transportation, energy, manufacturing, agriculture, tourism, hotel industry, catering industry, etc., providing systematic and professional We provide systematic and professional legal counseling services and personalized solutions for mediation, negotiation, arbitration, litigation, etc. The professional, timely and efficient legal service quality and achievements of Mr. Liang and his team of lawyers have won high recognition and wide acclaim from clients.

Mr. Liang is a senior partner of JT&N Law Firm, head of the compliance practice group, and director of the Corporate Compliance Research Center of JT&N Research Institute, and the author of many works including "Corporate Compliance Construction Manual" and "The Great Compliance Era: Corporate Compliance Construction Guidelines and Case Analysis".

Feng has been selected as one of the "Leading Lawyers in China", "Key Recommended Lawyers" and "Outstanding Lawyers" by Chambers, Asian Legal Profiles, Business Law and Legal 500 for many times. He has received many honors such as "China Profiles 2015 Specially Recommended Person" and "Legal Elite: 100 Excellent Lawyers in China" from Business Law Magazine, and has a wide influence on the industry and society.

## Practice Areas

### Corporate compliance system construction and compliance management

Mr. Liang is currently serving as a compliance consultant for large and medium-sized enterprises in China. He has many years of experience as a permanent compliance consultant and special compliance consultant, assisting enterprises in building compliance management systems and special compliance solutions, and has rich professional experience in the construction of corporate compliance systems and compliance governance. Especially in the field of corporate compliance system construction, anti-fraud, anti-corruption and anti-commercial bribery, Mr. Liang has a deep understanding and research of relevant laws and regulations, accumulated rich practical experience, and has been paying attention to the dynamics of legal policies and information of various industries, assisting clients to formulate specific policies, rules and preventive mechanisms to minimize and avoid the risks of non-compliance faced by enterprises.

### Human Resources Compliance

Mr. Liang is a senior HR law expert and has been listed in Chambers Asia Pacific's "Leading Lawyers" list for many times. With a background in law, business affairs and human resources, Mr. Liang is one of the few labor law attorneys in China who is well versed in human resources management. In addition, Mr. Liang has long been devoted to labor law research, published several monographs, and has been invited to participate in labor legislation for many times.

### **Commercial Disputes and Executive Litigation**

Mr. Liang has a long and rich experience in litigation, arbitration and other dispute resolution fields, and is especially good at handling corporate executives' crisis events and all kinds of litigation related to corporate executives, and has undertaken a large number of influential and difficult cases in commercial disputes and corporate executives' litigation.

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### **Social Status**

- Director of the Chinese Society for Social Law Research
- Director of Case Law Research Society of China Law Society
- Member of Rule of Law Construction Committee of China Zhi Gong Party Central Committee
- Lawyer of "Lawyer is Coming" of CCTV

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### **Honorary Titles**

- Chambers: China's "Leading Lawyer" in Asia Pacific
- Business Law Magazine: "Legal Elite: 100 Outstanding Lawyers in China Business"
- Asian Legal Profiles: China's Leading Lawyers List "Leading Lawyers"

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### **Education Background**

- Graduate School of Chinese Academy of Social Sciences, Economic Law
- China University of Political Science and Law, Economic Law
- The University of Hong Kong, Organization and Human Resources Management

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### **Publications**

- Firewall: Legal Risks of Human Resources (Law Press, 2010)
- Resignation Strategy: How to Prevent the Risks of Resignation (Law Press, 2009)
- Labor Contract: Drafting, Review and Execution (China Human Resources and Social Security Publishing Group, 2009)
- Resolution of Conflicts of Regulations in Implementation (Outstanding Thesis honored by Western Labor Law Forum of Labor and Social Security Professional Committee of PRC, 2010)
- Liability of Compensation in Labor Relations (Outstanding Thesis of the Seventh China Lawyer Forum, 2009)
- The Value of Labor Unions in the Construction of a Harmonious Society (Outstanding Thesis for the Year of 2006-2009 honored by Beijing Labor and Social Society Law Association, 2009)
- How to Build Harmonious Labor Relations-Labor Dispute from an HR Management Perspective (Designated Speech Thesis by Beijing Labor and Social Society Law Association, 2006)