



Kun DU Partner

Human Resources and Labor Relations | Dispute Resolution

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Beijing

Kun Du is a partner at Merits & Tree Law Offices. Prior to joining M&T, Mr. Du was a judge of a First Intermediate People's Court of Beijing, a senior associate at JunHe LLP., and a legal advisor in a large-scale Internet enterprise.

Mr. Du's main practice areas are human resources and labor relations, and dispute resolution, with more than 10 years of experience and over 2,000 cases settled in his career. Mr. Du is good at combining the triple perspectives of judge, associate, and legal advisor to provide optimal solutions for clients. Mr. Du has provided services for multiple Fortune Global 500 enterprises and renowned domestic and overseas enterprises, especially specializes in non-competition, trade secrets, stock options, termination of corporate executives, employee fraud, collective labor disputes; providing clients with legal services such as talent competition, employee fraud/compliance investigation, the whole process of human resource management, the establishment of rules and regulations and specialized research on labor law; and providing a full range of services such as employee negotiation, resettlement, transfer, layoff, etc., for the investment, M&A and restructuring, Mr. Du also specializes in employee negotiation, placement, transfer, and layoff for mergers and acquisitions. At the same time, Mr. Du also specializes in dealing with disputes over equity transfer, company resolution, company guarantee, senior management liability, etc., and has rich experience in dealing with disputes over sales contracts, service contracts, and leasing contracts.

Achievements

Non-competition

- Represented a large-scale Internet enterprise in its prosecution dispute over a breach of non-competition;

- Represented a leading Auto-Pilot enterprise in its prosecution dispute over a breach of non-competition;
- Represented a Software intelligence enterprise in its prosecution dispute over a breach of non-competition;
- Represented a listed company in the education industry in its prosecution dispute over a breach of non-competition;
- Represented a Fortune Global 500 multinational medical enterprise in its prosecution dispute over a breach of non-competition;
- Represented a listed company in the logistics industry in its prosecution dispute over a breach of non-competition;
- Represented an Internet medical enterprise in its prosecution dispute over a breach of non-competition;
- Advised multiple renowned enterprises for their non-competition processes and systems.

Equity Incentives

- Represented an enterprise in the chip information industry in its dispute over equity incentives of senior management;
- Represented an enterprise in the Auto-Pilot industry in its dispute over equity incentives of senior management;
- Represented a leading software enterprise in its dispute over equity incentives of staff;
- Represented a large-scale Internet enterprise in its dispute over equity incentives for staff.

Intricate Labor Dispute Cases

- Represented a large-scale Internet enterprise in collective labor disputes;
- Represented a Fortune Global 500 multinational telecom enterprise in disputes over rescinding labor contracts;
- Represented a Fortune Global 500 multinational manufacturing enterprise in disputes over rescinding labor contracts;
- Represented an investment fund enterprise in disputes over rescinding labor contracts and disputes over liability for damage to interests of a company against senior management;
- Represented a listed software company in disputes over high commission;
- Represented a listed medical instruments company in disputes over rescinding labor contracts and disputes over liability for damage to the interests of the company;
- Represented a software-Internet company in disputes over rescinding labor contracts;
- Represented an investment fund enterprise in disputes over rescinding labor contracts.

Employment Compliance

- Represented multiple Internet enterprises, listed companies, Fortune Global 500 enterprises, and renowned “unicorns” in their employment compliance;
- Perfected the whole process of human resource management, legal documents of employment, establishment, and amendment of rules and regulations
- Employee’s personal information compliance;
- Staff resettlement, transfer, and layoff for the M&A and restructuring;
- Mode, risk assessment, response plan, and legal documents of overseas cross-border employment and employment management of expats, etc.

Honors

Social Positions

Member of the 12th Beijing Bar Association's Labor and Social Security Law Committee

Education

LL.M., China University of Political Science and Law

Admissions

PRC Bar

Language

Chinese、English