



LION'S LAW P.C.

Integrity | Efficiency | Creativity | Practicality

About Lion's Law

Lion's Law, P.C., a Massachusetts based boutique multi-service law firm founded in 2019 with offices in Massachusetts and New Jersey, provides comprehensive legal services to corporate and individual clients. Our team consists of six attorneys, including four English Chinese bilingual attorneys. We specialize in and represent business clients on corporate matters, business transactions, complex commercial contracts, due diligence and compliances, commercial leases, employment matters, nonprofit organizations, intellectual properties, mediations, arbitrations, and litigations. Our business clients range from emerging and private companies to publicly traded companies, with a focus on the rapidly growing biopharmaceutical industry. We also advise individual clients on a wide range of immigration matters, and trust and estate planning.

Our Values

We maintain and adhere to values of high integrity, efficiency, creativity, and practicality.

Our Competitive Advantages

- Four lawyers are bi-lingual practitioners. All lawyers have Juris Doctor degree and some lawyers obtained LLB from China. We are licensed in Massachusetts, New York and New Jersey.
- We possess strong business acumen combined with collective legal expertise, human sensitivity, and personalized approach to address client's specific and unique need.
- Our team of China born lawyers together with American lawyers are experienced in bridging difficult and deeply rooted cultural and linguistic gaps. The ability to recognize potential miscommunications and misunderstandings has helped us to address certain issues before they arise.
- Our firm is consistently recognized in Massachusetts as the leading bilingual (English and Chinese) counsel for clients' corporate, commercial, employment, estate planning, and litigation needs.
- Some of the rapid growing and well-funded biopharma and biotechnology companies from China regularly retain us as their Massachusetts counsel.
- We do not interact with clients on one time transaction, but to build/ and develop a long-lasting trust and collaboration relationship.
- We have solid referrals for banks, bookkeeping, CFO, human resources, CPA, business insurance and other professional services that clients find reliable and trustful.

Our Client's Industry Sectors

- Accounting Firms
- Aesthetic and Spa Services
- Biopharma, Biotechnology & Drug Development
- Commercial Landlord (office, warehouse)
- Consumer Product Distributor and Retail
- Crypto Mining and Blockchain Technology
- Cultural Exchange
- Daycare
- Education Consulting & Tutoring
- Emerging Technologies
- Export & Import
- Food and Beverage Services
- Franchises
- Industrial Products Designing, Manufacturing and Distribution
- Logistics
- Medical Device
- Nonprofit Organizations
- Restaurants
- Real Estate Brokerage, Development & Property Management
- Recruiting and Staffing
- Sports Training
- Travel Agencies
- Travel Medical Services
- Venture Capital & Private Equity

Areas of Expertise

Corporate & Commerce	Business Transactions	Compliance & Defense of Government Investigation
Labor & Employment	Intellectual Property	Dispute Resolution
Immigration	Nonprofit & Charity	Trusts and Estates
Of- Counsel to Other Law Firms for Asian Client	Risk Control Counsel for Client Supervising Other Law Firm's Services	

Corporate & Commerce

- Advising clients on corporate structure
- Assisting clients on corporate formation
- Counselling clients on corporate restructure in equity and governance control
- Assisting clients on forming private equity and manage ongoing securities compliance
- Conducting legal due diligence for private equity investors and pre-IPO companies
- Advising clients and drafting shareholder agreement, restrictive stock agreement and stock option plan documents
- Advising on commercial leases and relevant lease matters
- Advising on corporate dissolution and conversion

Business Transactions

- Advising clients on negotiation of joint venture and other strategic partnership
- Counselling clients on equity financing including seed and series of investment, convertible notes and SAFE
- Advising and drafting documents for share transfer, share repurchase, issuance of additional shares, and phantom stocks transactions
- Representing and advising clients on acquisition of assets transactions
- Advising on agreements on licensing, clinical trial, material transfer, non-disclosure, leases, promissory notes, guarantees

Compliance & Defense of Government Investigation

- Compliance in business licenses
- Advising on legal risk management and control
- Advising on wage, benefit, leave and other employment related issues
- Conducting CFIUS review and analysis
- Representing client in responses to investigation from government agencies

Labor & Employment

- Drafting and reviewing offer letter and employment agreement
- Drafting and reviewing employment handbook for employers
- Drafting and reviewing documents for proprietary information and intellectual property protection
- Drafting and reviewing non-solicitation and non-compete agreements
- Representing clients on wage and hour issues and disputes
- Representing clients on wrongful termination disputes
- Advising clients on sick leave, parental leave, vacation and severance policy and compliance
- Advising clients on workplace privacy issue
- Advising clients on audit and development of employment policy

Intellectual Property

- Assisting clients on trademark registration
- Assisting clients on trademark portfolio management
- Advising clients on trademark transfer and licensing transactions
- Representing clients on trademark infringement proceedings
- Advising clients on trade secret and proprietary rights protection strategies and policies
- Advising clients on confidentiality, non-disclosure, intellectual assignment policies and draft agreements
- Representing clients on trade secret misappropriation disputes and litigations
- Advise clients on copyright issues including registration and enforcement



Dispute Resolution

- Advising client on preventive approaches for disputes
- Representing client in defending administrative proceedings
- Representing client in mediation and arbitration proceedings on commercial disputes
- Representing client in initiating or defending litigations
- Representing students in defending disciplinary actions initiated by private schools

Immigration

- Representing EB-5 investors in preparing and filing immigrant petitions, adjustment of status applications, consulate processing/immigrant visas, and removal of condition applications
- Applying EB-5 regional center designations and filing annual reports.
- Preparing and filing EB-1A petitions for scholars, researchers and entrepreneurs of extraordinary ability
- Preparing and filing EB-1C petitions for intracompany executives or managers
- Preparing and filing EB-2 and EB-3 petitions including PERM certification
- Preparing and filing EB-2 National Interest Waiver
- Preparing and filing H-1B and E-3 visa applications for specialty occupation workers
- Preparing and filing L-1 visa applications for intracompany managers or executives
- Preparing and filing J-1 visa applications for exchange scholars
- Preparing and filing O-1 visa applications for individuals with extraordinary ability or achievements
- Preparing and filing visa applications for E-1 and E-2 for traders and investors
- Preparing and filing visa applications for H-3 for trainees, F-1 for students, TN professional visas, and B-1/B-2 for visitors
- Preparing and filing P-1 visas for athletes and artists, R-1 visas for religious workers and I visas for media members

Nonprofit & Charity

- Advising on nonprofit structure
- Incorporating nonprofit organization
- Registering for charity and applying public solicitation certificate with the state government agencies
- Preparing and applying tax exempt status with IRS, such as 501(c)(3), 501(c)(4)
- Counselling on continuous compliance with federal and state government agencies

Trusts & Estates

- Representing clients on probate matters
- Preparing wills, revocable/irrevocable trusts, advance medical directives, living wills and durable powers of attorney
- Preparing HIPAA medical information releases
- Planning for overseas assets and non-citizen taxpayer
- Designing gifting strategies, such as, gift trusts, generation gifting trusts, grantor retained annuity trusts, grantor retained unit trusts, grantor retained income trusts, family limited partnerships, and family limited liability companies
- Planning for life insurance payments, including irrevocable life insurance trusts
- Planning for marital deductions and exclusions, including marital deduction trust planning, disclaimer trusts, qualified terminable interest property trusts, intentionally defective grantor trusts, and credit shelter trusts



Of Counsel to Other Law Firms to Assist Their Chinese Client & Risk Control In-House Counsel for Client Supervising Other Law Firm's Services

Navigating the American legal system presents unique and complex challenges to our Asian clients. Language barrier is only one contributor. More crucial differences are rooted in differences in ideology, cultural and value norms. Failure to adequately identify, understand, and manage these challenges inevitably leads to unnecessary and often frustrating results for clients. Some of the common sense and practices in the U.S. are not obvious to native Chinese. Mere translation of words and phrases without appreciation and understanding of the concepts and rationales that give rise to why these words/phrases are so stated is not sufficient for clients' meaningful participation in communication with lawyers and provides inadequate assistance to clients desiring to make the right decisions. Explain and communicate U.S. jurisprudence concepts. Services include:

- Explain differences between Chinese and US legal systems and enforcement, assisting client to make appropriate decisions.
- Coordinate between client and other law firm providers as to exercise effective control over potential risks arising from client's unfamiliarity with U.S. legal system.
- Prepare Chinese native speakers for the taking of their deposition(s) and testify at trial, in mediation or arbitrator.

Represented Matters:

- Acting as a client company's (a Chinese company's subsidiary) in-house risk control counsel in overseeing a commercial leasing lawsuit with the amount in controversy of over \$6 Million in a Massachusetts state court by coordinating and facilitating communications between the client and its litigation counsel.
- Assisted outside counsel for a joint venture formed by a Chinese company with a Massachusetts entity operating in the public transportation field on a high-stake labor and union matter.
- Assisted a client in coordinating with her family law counsel for the divorce matter involving her ex-husband's concealment of his equity worth multi-million dollars in an emerging Chinese company.



Our Areas of Representations:

General Corporate and Business Transaction

- Handled the purchase and sale of all equity interests in a daycare business.
- Represented a robotic design education company to enter into a service/consulting agreement with Harvard University.
- Advised equity investment of \$2 million by four institutional investors into a cryptocurrency facility company.
- Conducted a due diligence and prepared a legal opinion for a Massachusetts subsidiary of PharmaEssentia Corp, a leading Taiwan based publicly traded biopharmaceutical company's \$462.7 million offering of global depositary shares.
- Advised a biotechnology client on a term sheet for licensing of a chemical compound for over \$100 million with multiple milestone and structured royalty payment.
- Represented a Chinese public company in its acquisition of equity of \$2 million in a contract research organization in Massachusetts.
- Advised a startup client, who has since received multiple series of equity financings, on asset acquisitions and entity dissolution as well as a CFIUS analysis.
- Represented a biotechnology startup to receive \$9 million pre-series A equity investment from a public company on Hong Kong Stock Exchange and a private equity investor from Shanghai.
- Provided due diligence of multiple US subsidiaries of a pre-IPO company with \$36 billion market cap and 28,000 employees globally, for listing on the Shanghai Stock Exchange.
- Conducted a due diligence review of about two hundred documents of a biotechnology startup receiving series D investment from a consortium of private equity firms from Korea, Hong Kong and China.
- Represented clients on negotiating and entering into an office lease for an annual rent of \$600,000.
- Formed a series of private equity companies in real estate investment and development, artificial intelligence, robotics, and biopharma.
- Represented a Chinese agricultural aviation business entering into a joint venture with a flight school in Virginia.
- Represented a group of Chinese investors to purchase the assets of a medical device company developing a laser diagnosis device for lung cancer.
- Represented a client on responding to investigations from Department of Labor, Department of Energy, SEC and Massachusetts Attorney General's Office.

Dispute Resolution and Litigation

- Presenting a Chinese leading early education group company in a lawsuit in the state court against its former executive who has allegedly misappropriated millions of dollars through sophisticated schemes and stolen the parent company's equity while expanding the U.S. market. (case is pending)
- A court in Massachusetts has approved plaintiff client's preliminary injunction request for a lien in the amount of \$1.1 million on the defendant's real property, wherein plaintiff shareholder sued defendant for its failure to pay for the equity transferred to defendant. (case is pending)
- Representing in the Federal District Court District of Massachusetts a leading kitchen cabinet manufacturer in China against its exclusive distributor and customer in the United States and its shareholders, officers and directors for more than \$6,000,000 in damage from uncollected product payment, defendants' breach of fiduciary duty and use of an alter ego of the entity to harm the Plaintiff. (case is pending)
- Represented a Chinese industrial component manufacturer against a distributor for a \$7 million dollar litigation in Western District of New York, US District Court for breach of contract, breach of fiduciary duty and misappropriation of trade secrets. (case is pending)
- Won a unanimous jury verdict in the Federal District Court in Massachusetts for a litigation of multi-million dollars against multiple defendants for eleven (11) causes of action, e. g. Computer Fraud and Abuse Act (CFAA), misappropriation of trade secrets, embezzlement of corporate funds, and breach of fiduciary duty.
- Represented two relief defendants to reach a settlement with Securities and Exchange Commission (SEC), where clients had in their possession the alleged tainted assets of multi-millions of dollars in cash and real properties.
- Represented a Chinese investment company in settling a multi-million dollar suit against multiple defendants in a real estate development project involving defendants' breach of contract, fraud, theft of corporate funds, breach fiduciary duty, and unjust enrichment.
- Represented a client on defending a partnership dispute and misrepresentation in connection with a multi-million dollar commercial real estate development and investment projects. Our representation ultimately resulted in the plaintiff's dismissal of our defendant client in exchange for a negligible amount of settlement.
- Represented a business defendant to have court deny a preliminary injunction enjoining our client from continuing the operation based on plaintiff's alleged misappropriation of client contact information as trade secrets.
- Represented an heir of a Chinese citizen who died of cancer in Boston in a motion for relief for a probate proceeding regarding the deceased's substantial estate, and the court granted our motion to dismiss.

Employment Matters

- Represented two restaurant workers to negotiate a settlement for tip wages owed in the amount more than the unpaid sum and a full recovery of the workers' attorney's fees.
- Advised a leading pharmaceutical company on relevant laws and procedures related to laying off 2/3 of its workforce of about 55 employees.
- Advised a drug development company to terminate a senior executive key employee with minimum severance payment.
- Represented a biotech company to lay off 15% of its 60 plus employees.



Attorney Profiles



Connie Dai, Esq.
Managing Partner

Attorney Dai's rare blend of legal and business experience both nationally and internationally has given her unique capability to bridge deeply rooted gaps in ideology, cultural and thought process between native Chinese and Americans. She advises emerging to well-established companies on corporate, investment and business transactions, and employment matters. In addition, Attorney Dai represents clients in litigations, private arbitrations and mediations. She has represented clients in response to federal and state government agency investigations and negotiate settlements. For the past decade, Attorney Dai has been an active leader in community services and advocate for civic engagement, serving as pro bono counsel, officer and board of directors of multiple non-profit organizations in Greater Boston area. Attorney Dai has a J.D. from Suffolk University. She was awarded an MBA degree from the University of Calgary and B.A of Shanghai University. She is admitted to state courts in Massachusetts and New York, and U.S. District Court for the District of Massachusetts, and Western District of New York, U.S. District for District of New York.



Le Ye, Esq.
Partner

During her twelve years of immigration practice, Attorney Ye has developed an excellent track record in filing EB-5 related petitions with 100% approval rate. Moreover, she has represented multiple U.S. real estate developers to successfully apply for USCIS EB-5 regional center designations and file annual reports. Attorney Ye helped investors from Taiwan and Hong Kong to obtain E-2 visas, subsequently converted the E-2 investment into EB-5 direct investment and successfully obtained green cards for these investors. Attorney Ye has extensive experience in analyzing and preparing various complicated legal source of funds pursuant to EB-5 law requirements. She is also versed in filing other business and employment-based immigrant petitions such as EB-1A, EB-1C, EB-2, NIW, EB-3 and non-immigrant visas such as H-1B, L-1, O-1, etc. She has assisted scholars and researchers in U.S. and entrepreneurs with academic background from China to successfully obtain green cards via EB-1A and EB-2 NIW. Attorney Ye has also applied for L-1 visa and eventually green cards via EB-1C for intracompany executives and managers of international companies. Attorney Ye obtained J.D. from Quinnipiac University Law School and holds a bachelor's degree in English language and literature from East China Normal University and a master's degree in English language and literature with concentration in translation from Shanghai International Studies University. She is admitted to practice in New York, New Jersey, U.S. District Court for the District of New Jersey and U.S. District Court for the Southern District of New York.



Yun Cheng, Esq.

Attorney

Attorney Cheng's practice includes intellectual property law, corporate law and employment law. He also represents corporate and individual clients in civil and commercial litigations. He drafts, reviews and negotiates a variety of legal documents, such as bylaws, operating agreements, shareholder agreements, restricted stock agreements, commercial leases. In addition, he addressed employer's needs in employment offer, employment agreement, handbook, assignment of intellectual property, trade secrets, non-solicitation, non-compete, and wage and hour issue. Moreover, Attorney Cheng advises clients on organizing 501(c)(3) nonprofit organizations. His clients operate in a wide spectrum of industry sectors: technology startups, biopharma, life science and CROs, sports, education, exports and imports, athletic clubs, food services, childcare services and real estate brokerage. Attorney Cheng holds an L.L.M. in Banking & Financial Law from Boston University School of Law and JD from Suffolk University Law School. He obtained a Bachelor of Arts in Psychology and Minor in Economics from Boston University. Attorney Cheng is admitted to practice in Massachusetts.



Shuyao Echo Wang

Attorney

Attorney Wang brings a blend of dispute resolution and business transactional experience. She has practiced international arbitration and commercial litigation in Jun He Law Office in Hong Kong. She has also assisted with the firm's capital markets and corporate governance, such as SPAC IPO in New York Stock Exchange. Prior to becoming a licensed attorney for New York State, she has worked as a paralegal in mediation, arbitration, and litigation for Howse Williams, Quinn Emanuel, Walkers, and Stephenson Harwood in Hong Kong. She now assists Lion's Law's corporate clients in general corporate law, business transaction, and commercial litigation. She was awarded L.L.M. from Boston University and Hong Kong University, and a J.D. from The Chinese University of Hong Kong.



Diane M. Baiano, Esq.

Attorney

Diane M. Baiano is a registered nurse as well as an attorney. She focuses her practice in areas of law that have personal impact on individuals and families, such as elder Law, mental health law, guardianships, probate, education and insurance matters as well as health-related business matters. She also consults in medical malpractice. Her experience as a nurse and nurse manager in helping patients and clients through difficult life stages helps her bring a unique perspective to these areas of the law. She was born in Red Bank, New Jersey, lived and worked as both a Nurse and a Scientific Advisor/Legal Nurse Consultant in New York City and has called Massachusetts home since 2008. She holds a Juris Doctor from Suffolk University and an Master of Science in Nursing from Columbia University.



Mark W. Williamson, Esq.

Of Counsel

Attorney Williamson, Esq., practices solely in the fields of trusts and estates, incorporating probate, estate planning, elder law, family business and tax planning, and non-profit corporate law for more than 30 years. In 2015, Mr. Williamson was proud to be the Co-Chairman of a week-long International Wealth Transfer Symposium for the IWMA, in Shenzhen, China, which he reprised at Harvard University the following year, and again in 2017, in Los Angeles, California. In December of 2019, he again traveled to Los Angeles to be named Chief Trust Advisor of the China Wealth Succession Cultural Development Institute, which, under the direction of internationally esteemed Trust expert Chen Kai, is endeavoring to reinvent and modernize the Chinese probate system. Attorney Williamson has extensive experience in advising high net worth Chinese nationals on their estate and trusts planning. Attorney Williamson is a Chairman Emeritus of the Probate Section Council of the Massachusetts Bar Association. Mr. Williamson has also served on the President's Cabinet of the Massachusetts Bar Association and as a Delegate of the Massachusetts House of Delegates. As the Probate Editor emeritus of Section Review, the official publication of the Massachusetts Bar Association Institute, Mr. Williamson has been influential in the effort to educate Massachusetts lawyers in the fields of estate planning and probate, elder law and family business succession planning, lecturing frequently on these subjects. He has twice been a featured speaker at the MBA's Annual Conference, presenting "A Survey Of Recent Caselaw Developments In Elder Law." As a well-known and prolific writer in his field, Attorney Williamson is proud to be featured as a contributing author of "Fiduciary Litigation in the Probate Court," a procedural probate litigation compendium. Originally published in 2007, its third edition was released in 2016. It is the authoritative probate litigation handbook, and the first of its kind in Massachusetts. He wrote and chaired the seminar "Trust Basics for the General Practitioner" for Massachusetts Bar Continuing Legal Education in November, 2009. On February 7, 2014, Mr. Williamson chaired a three-hour webcast Beyond Estate Planning' - Family Legacy, Posterity Planning And Wealth Transfer In A Post Estate-Tax World, held live at Massachusetts Continuing Legal Education, 10 Winter Place, Boston, Massachusetts. Attorney Williamson is a popular speaker whose seminars on estate planning law issues draw audiences of all ages. He is a 1978 graduate of Amherst College. He received his Juris Doctorate from Boston University School of Law in 1990.

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