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Silicon Valley

SERVICES FOCUS

Business Strategy Corporate Compliance and Governance
Employment Law Compliance
Export Controls and Trade Regulations
AI Governance and Technology Regulation
Cross-Border Transactions U.S. Inbound Investment
Data and Privacy Compliance Corporate Transactions

BAR ADMISSION

- California

LANGUAGE

- English
- Mandarin Chinese

ACADEMIC

- J.D., Peking University
- LL.M., University of Michigan

Fiona Xu, Esq.

Partner, Head of Transaction

Fiona is the Partner and Head of Transaction at ILS, where she serves as both legal counsel and strategic business partner to technology companies navigating today's complex regulatory environment.

Fiona provides comprehensive legal guidance to technology companies at all stages of growth, with a proven track record of helping startups scale operations and established tech leaders navigate complex regulatory landscapes. Her practice encompasses the full spectrum of technology law matters, including corporate compliance, employment law compliance, export control regulations, AI governance, and internal corporate management. She serves clients across innovative sectors including artificial intelligence, medical devices, fintech, and emerging technologies.

What sets Fiona apart is her hands-on experience building legal infrastructure from the ground up. She has guided a unicorn startup through rapid global expansion, complex reorganizations, and significant regulatory hurdles - bringing an operator's mindset to every engagement. She understands the same growth challenges her clients face, from securing venture funding and managing cross-border operations to implementing AI governance frameworks that work in real-world business settings.

Fiona's approach combines rigorous legal expertise with practical business judgment. She doesn't just identify compliance requirements; she helps clients build sustainable legal processes that scale with their business. Whether you're a founder seeking your first legal counsel or a seasoned executive managing regulatory complexity, Fiona delivers clear, actionable guidance that moves your business forward.

Representative Matters

- Successfully defended technology startups against hostile takeover attempts, implementing comprehensive defensive strategies to maintain board independence and protect shareholder interests.
- Advised foreign technology companies on U.S. market entry strategies, including entity formation, corporate structuring, and tax planning for cross-border ventures.
- Advised AI and semiconductor companies on Export Administration Regulations (EAR) classifications, licensing requirements for international technology transfers, and compliance protocols for AI research collaborations with foreign entities.
- Guided e-commerce and logistics companies on operational compliance matters, addressing driver employment classification, warehouse safety regulations, OSHA requirements, and international shipping compliance.