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#### SERVICES FOCUS

Business Strategy   Commercial Litigation   Trial  
Employment Compliance   Employment Defense  
Workplace Investigations   Class Action Defense  
Shareholder Disputes   Investor Relations  
Trade Secrets Misappropriation   IP Protection  
Data and Privacy Compliance

#### BAR ADMISSION

- California

#### LANGUAGE

- English
- Mandarin Chinese

#### ACADEMIC

- J.D., University of Southern California
- B.A., California State Polytechnic University

## Richard Liu, Esq.

### Managing Partner

As the Managing Partner of ILS and one of the most sought-after premier trial lawyers, Richard transforms legal challenges into competitive advantages—maximizing certainty in uncertain times. Richard approaches every engagement through the lens of a business, focusing on results, market position, and value creation. He combines courtroom dominance with boardroom sophistication to protect assets, accelerate growth, and minimize risks. The results prove the approach: innovative litigation victories, companies preserved by defeating hostile takeovers, and dozens of international powerhouses successfully launched into U.S. markets. Richard turns every legal decision into a business advantage.

In the courtroom, Richard is lethal: favorable jury verdicts; tide-turning summary judgments; and 72-hour emergency orders that freeze millions in stolen assets. When Fortune 500 companies face bet-the-company litigation—from trade secret theft to class action attacks—they call Richard. He turns defensive positions into offensive victories.

Beyond litigation, Richard architects corporate strategies. He has advised boards and executives against activist raids, as well as engineered deals and transactions that others deemed impossible. His unique thinking process makes him the weapon of choice for companies that face complex situations and need a tailored, effective solution. Where others see risk, Richard sees opportunity—transforming legal complexity into competitive weapons that capture value while competitors hesitate.

Richard doesn't deliver legal memos—he delivers practical strategies that drive business results. Technology giants, private equity funds, and hypergrowth startups across every sector—from logistics and real estate to manufacturing and financial services—rely on his rare ability to operate at the intersection of law and business strategy. His approach combines Big Law sophistication with boutique responsiveness, delivering the firepower of a global firm with the speed and attention of a trusted advisor. His network spans Silicon Valley, Wall Street, and Asia, giving clients direct access to the decision-makers and markets that matter. When complex legal challenges threaten business objectives, Richard doesn't just defend your position—he transforms it into competitive advantage.

## Representative Matters

- Lead trial counsel in high-stakes fiduciary breach actions, securing million-dollar jury verdicts against C-suite executives who betray corporate trust—sending market signals that deter future wrongdoing while recovering stolen value.
- Orchestrate digital warfare victories for technology leaders, weaponizing defamation law to eradicate harmful content, secure permanent injunctions against rogue actors, and restore market reputation with surgical precision.
- Demolish labor and employment actions before they gain momentum—forcing pre-answer dismissals that save clients millions in defense costs and eliminate copycat litigation risks across entire industries.
- Pioneer post-Viking River strategies that transform California's employment litigation landscape—architecting arbitration frameworks that convert class action threats into manageable individual claims, fundamentally shifting the balance of power in employer defense.