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Practices: Dispute Resolution, Employment & Labor, Anti-Corruption & Compliance, General Corporate Practice

Basic Information

Ms. Wu is the Partner of Haiwen & Partners. Ms. Wu's practice focuses on dispute resolution, employment & labor, anti-corruption & compliance and general corporate.

Professional History

Ms. Wu joined Haiwen in 2011.

Experience Highlights

In the area of dispute resolution, Ms. Wu has represented clients in a large number of arbitration and litigation cases, as well as provides analysis and solutions for client's potential disputes. The types of disputes cover international trading, investment and financing, shareholder rights and JV disputes, loan, sales/service contract disputes, real estate sale/lease disputes, unfair competition disputes, product quality disputes, banking related disputes, administrative disputes, labor disputes, executive liability and white-collar crimes, enforcement cases, bankruptcy cases, enforcement cases, cross-border dispute resolution, etc. She represents clients before various dispute resolution institutions and courts including the China International Economic and Trade Arbitration Commission ("CIETAC"), the Beijing Arbitration Commission ("BAC"), the Shenzhen Court of International Arbitration ("SCIA"), the Supreme Court of PRC, and the People's courts at various levels. Ms. Wu has represented mainly large state-owned enterprises and large private enterprises, multinational corporations, private investment funds, and etc.

In the area of employment and labor law, Ms. Wu has extensive experience in advising domestic and foreign clients on complex labor law issues arising from investments and operations in China. She has counselled companies across a range of industry sectors, including finance, computer, Internet, FMCG, medicine, biochemistry, energy and new energy, automobile, manufacturing, logistics, advertising and media, catering and so on. The labor law services provided by Ms. Wu mainly includes: (1) reviewing employment related contracts and agreements; (2) providing systematic advice and suggestions on company's HR management system and policies; (3) advising in employment model structure, ESOP, incentive plan and compensation reformation, social insurance, disciplinary measures, contentious terminations, investigations, discrimination claims, restrictive covenants, data privacy, labor union, executive contracts, cross-border arrangement and employment of

foreigners, investigation, special types of employees, etc.; (4) providing systematic solutions in restructuring, large-scale personnel relocation, employee transfer and lay-offs in M&A transactions and liquidation and restructuring procedures, collective bargaining, compliance matters; (5) employee litigation and mediation; (6) providing legal training to clients, etc.

In the area of compliance, Ms. Wu provides clients from various industries with comprehensive legal services regarding anti-corruption, anti-commercial bribery and anti-unfair-competition matters in relation to their daily operations, mergers and investments, and is experienced in assisting clients formulating sensible reaction strategies in response to government investigations. She has rich experience in compliance due diligence, internal risk review, compliance system design, regular compliance consultation and training, response to government investigation and internal reporting, compliance related dispute resolution, white-collar crimes, etc.

Accolades

Ms. Wu is the Co-head of Team to Watch in the area of Labor and Employment recommended by The Legal 500 Asia Pacific 2024 and the core member of the Tier 2 team in the area of Regulatory / Compliance recommended by The Legal 500 Asia Pacific 2024. She was invited to publish numerous articles on well-known legal platforms, such as LexisNexis, Wolters Kluwer, etc.; was invited by Wolters Kluwer to preside over the Blue Paper on Non-competition Disputes; was invited by LexisNexis to preside over the Manual of HR Management in Financial Sector.

Education

Ms. Wu received her LLB and JM from China University of Political Science and Law in 2008 and 2011, respectively.

Language

Ms. Wu's native language is Mandarin, and she speaks English fluently.