



# China Law & Practice Awards 2012

CLP AWARDS SPONSORED BY:

**AlixPartners**  
*When it really matters.*

**SynMax**  
鑫·马·翻·译



## Deals of the Year

### Mergers & Acquisitions

#### WINNER

#### Youku and Tudou merger via stock swap

**Skadden Arps Slate Meagher & Flom** (Youku.com Inc)

**Conyers Dill & Pearman** (Youku.com Inc)

**TransAsia Lawyers** (Youku.com Inc)

**Kirkland & Ellis** (Tudou Holdings)

**Fangda Partners** (Tudou Holdings)

**Maples & Calder** (Tudou Holdings)

This is China's largest merger and acquisition deal in the online video market via stock swap agreement.

Youku and Tudou, both listed in the US, signed a definitive agreement for Tudou to combine with Youku in a 100% stock-for-stock transaction. Under the agreement, each Class A and B ordinary share of Tudou issued and outstanding will be cancelled in exchange for the right to receive 7.177 Class A ordinary shares of Youku. Each American Depositary Share (ADS) of Tudou will exchange for the right to receive 1.595 ADSs of Youku, each of which represents 18 Youku Class A ordinary shares. The deal, valued at US\$1.1 billion, created the country's largest internet video business – named Youku Tudou Inc. Youku's shareholders own 71.5% of the combined company, the rest of the 28.5% owned by Tudou. Youku's ADSs continue to be listed on the New York Stock Exchange (NYSE) under the symbol "YOKU".



**L-R:** Stephanie Zhu of Fangda Partners, Benjamin Su and David Zhang of Kirkland & Ellis, Michael Gisser of Skadden Arps Slate Meagher & Flom, Sandy Xie of Synmax Translation, Anthony Webster of Maples & Calder, Isabelle Wan of TransAsia Lawyers, Jenny Nip and James Gaden of Maples & Calder

#### FINALISTS

AMC – Dalian Wanda

PepsiCo's strategic alliance with Tingyi

Alibaba privatisation

Joy Global acquisition of IMM

### Outbound

#### WINNER

#### China Three Gorges Corporation's acquisition in Portugal

**Skadden Arps Slate Meagher & Flom** (China Three Gorges Corporation)

**Tian Yuan Law Firm** (China Three Gorges Corporation)

**Serra Lopes, Cortes Martins & Associados** as Portuguese counsel (China Three Gorges Corporation)

**Guarrigues & Arazo & Rueda** as Spanish co-counsel (China Three Gorges Corporation)

**Barbosa, Mussnich & Aragao** as Brazilian counsel (China Three Gorges Corporation)

**Morais Leitao, Galvao Teles, Soares da Silva** (EDP-Energias de Portugal)

The deal was the second largest Chinese outbound M&A transaction in 2011 and pushes the volume of Chinese outbound investment to a record high. China Three Gorges Corporation, the country's largest clean energy conglomerate, which operates the US\$23 billion Three Gorges dam on the Yangtze River, has won a bidding race to purchase a 21% stake in the Lisbon-listed EDP-Energias de Portugal at an offer of €2.69 billion (US\$3.51 billion). It paid €3.45 per share, which was a 53 percent premium to EDP's share price. It defeated rival bids from Eon, Germany's largest utility and Brazil's power companies Eletrobras and Cemig, making it the largest single shareholder in Portugal's biggest public company. The transaction opens doors to EDP's renewable-energy assets in the European market and possibly Brazil, where it is a shareholder of the listed EDPB. The Portuguese utility operates a sizable fleet of hydroelectric plants supplying more than two million customers with energy.



**L-R:** David Tring of China Law & Practice, Peter Huang of Skadden Arps Slate Meagher & Flom, Janice Qu of China Law & Practice

#### FINALISTS

Sinopec's acquisition of Galp's Brazilian assets

Jinchuan's unsolicited bid for Metorex

Bright Food – Diva Bordeaux

Sichuan Hongda's Investment in Tanzania



## Deals of the Year

### Private Equity

#### WINNER

#### Bain Capital privatisation of China Fire & Security

**Kirkland & Ellis** (Bain Capital)

**Fangda Partners** (Bain Capital)

**Davis Polk & Wardwell** (Barclays Capital as financial adviser of Bain Capital)

**Han Kun Law Offices** (Chairman and majority shareholders of China Fire)

**DLA Piper** (Chairman and majority shareholders of China Fire)

**Shearman & Sterling** (Special committee of China Fire)

**Allen & Overy** (Bank of America, Citibank and HSBC)

Media called this as a "fire sale". Boston-based Bain Capital and the management of China Fire & Security Group teamed up to take the Beijing fire protection products maker private. Amber Parent, an affiliate of Bain Capital and Amber Mergerco have entered a merger agreement under which the Nasdaq-listed company will receive US\$9 per share, a premium of 23% over its trading price on May 20 2011. The US\$263.3 million deal was one of the first in a trend of buyouts of US-listed Chinese companies by management and private equity funds. By the time of writing, the transaction was the only one where a third-party buyer has taken control of the target assets. The acquisition funds were financed by Bank of America, Citibank and HSBC.



**L-R:** Andrew Zeng of Han Kun Law Offices, David Kuo of Allen & Overy, Nicholas Norris and David Zhang of Kirkland & Ellis, Bate Yu of Davis Polk & Wardwell

#### FINALISTS

Affinity and Unitas exit Beijing Leader & Harvest Electric Technologies  
Funtalk China Holdings privatisation  
Chemspec International's "going private" Transaction

### Equity

#### WINNER

#### Haitong Securities

**Clifford Chance** (Haitong Securities)

**Grandall Law Firm** (Haitong Securities)

**Paul Hastings** (Underwriters)

**Commerce & Finance Law Offices** (Underwriters)

In April this year, China's second largest securities firm proceeded with its US\$1.68 billion Hong Kong public offering. Haitong had previously considered a US\$1.67 billion listing last year, but this was postponed due to market volatility. Haitong is already listed on the Shanghai Stock Exchange. The securities dealer sold 1.229 billion shares at US\$1.37 each. Some of the underwriters on the deal included JP Morgan, Credit Suisse, Deutsche Bank, Citigroup, UBS, HSBC, Nomura, Standard Chartered and BOCOM International. The transaction also has a 15% over-allotment option, which could increase the total deal size to as much as US\$1.9 billion if exercised in full.



**L-R:** Tim Wang of Clifford Chance, Joel Rothstein of Paul Hastings

#### FINALISTS

Prada IPO  
Chow Tai Fook IPO  
Shanghai Pharmaceuticals IPO  
New China Life Insurance IPO

## Deals of the Year

### Debt and Equity-linked

#### WINNER

#### Yanzhou Coal Mining guaranteed notes offering

<b>Baker &amp; McKenzie</b> (Yanzhou Coal Mining Company)
<b>Freehills*</b> (Yanzhou Coal Mining Company)
<b>King &amp; Wood Mallesons</b> (Yanzhou Coal Mining Company)
<b>Davis Polk &amp; Wardwell</b> (Lead managers)
<b>Jingtian &amp; Gongcheng</b> (Lead managers)

Yanzhou Coal Mining Company, one of China's largest coal producers made US\$1 billion notes offering in June this year. The Rule 144A/Regulation S offering was issued by Yancoal International Resources Development, a wholly-owned subsidiary of Yanzhou, in two tranches - US\$450 million 4.461% guaranteed notes due 2017 and US\$550 million 5.730% guaranteed notes due in 2022. The guaranteed notes were listed on the HKSE. The proceeds of the issue will be used for general corporate purposes, including repayment of indebtedness, financing of capital and other expenditures of its overseas mining operations. Joint lead managers included Deutsche Bank and UBS which engaged Jingtian & Gongcheng and a team of Davis Polk & Wardwell led by Eugene C. Gregor and Paul Chow. Counsels for the issuer include Brian Spires and Pui Hong Chik from Baker & McKenzie, Philippa Stone and Jay Leary from Freehills and King & Wood Mallesons.

\*Since the awards ceremony Freehills and Herbert Smith have merged forming Herbert Smith Freehills



**L-R:** Tang Lizi of King & Wood Mallesons, Ding Chengfei of Baker & McKenzie, Bate Yu of Davis Polk & Wardwell

#### FINALISTS

Agricultural Development Bank of China renminbi bond issuance  
Sinopec International Bond Offering  
COFCO renminbi bond offering  
Baosteel Dim Sum Bond

### Project Finance

#### WINNER

#### ICBC's oil-backed financing to Venezuela company PDVSA

<b>Linklaters</b> (ICBC)
<b>D'Empaire Reyna Abogados</b> (ICBC)
<b>Hogan Lovells</b> (PDVSA)

This was the first time financing arranged by a Chinese bank used an orphan special purpose vehicle (SPV) structure. The US\$1.5 billion financing, which was provided to the Venezuelan state-owned oil company PDVSA, included an oil-backed pre-export facility and the financing is secured against future revenues from the sale of Venezuelan oil. A three-year term loan was issued to the Netherlands-incorporated orphan SPV, which acted as a channel for the purchase of oil from PDVSA and its future sales to China Oil. This structure was put in place to accommodate PDVSA's negative pledge commitment to other lenders. The loan will also be secured by a collection account and a debt-service reserve account. Due to the potential scale of the excess of cash proceeds from the export over the repayment amount, the collection account is subject to highly negotiated refund mechanisms. The financier will be taking non-payment risk by the offtaker, as reflected in various negotiated features of the deal.



**L-R:** David Tring of China Law & Practice, Rae Yan of Hogan Lovells

#### FINALISTS

Export-Import Bank of China's financing to CNAC  
King Abdullah Project 2 Financing  
Vinh Tan 1 BOT Financing  
Noble Group's revolving loan facility

## Deals of the Year

### Energy & Natural Resources

#### WINNER

#### Shandong Iron & Steel Group's investment in African iron ore project and the associated acquisition financing

**Linklaters** (Shandong Iron & Steel Group)

**Cleary Gottlieb Steen & Hamilton** (Shandong Iron & Steel Group)

**Yada Williams & Associates** (Shandong Iron & Steel Group)

**White & Case** (China Development Bank)

Shandong Iron & Steel Group (SISG), the world's ninth largest steel group, acquired a 25% of stake of Tonkolili iron ore mine and related power infrastructure projects in Sierra Leone. The US\$1.5 billion investment was made directly at project company level via a purchase of ordinary shares and individual shareholders' agreements of each subsidiary of the AIM-listed African Minerals Limited (AML). SISG and AML have agreed to enter into an offtake agreement before closing in respect of iron ore produced at the Tonkolili Mine. SISG's investment provides AML with the financial strength to accelerate the development of the Tonkolili Mine and SISG will have a committed a portion of the iron ore products from Tonkolili. Concurrently, China Development Bank has advanced US\$1.2 billion to Shandong Steel Hong Kong Resources, a subsidiary of SISG, for financing the acquisition of AML's subsidiaries - Tonkolili Iron Ore, African Railway & Port Services and African Power.



**L-R:** Xuemei Lu of Cleary Gottlieb Steen & Hamilton, Janice Qu of China Law & Practice

#### FINALISTS

YASREF joint venture between Sinopec and Saudi Aramco  
China Niobium Investment Brazilian acquisition finance by CDB  
Kunlun Energy \$1.35 billion top-up placement

### Real Estate & Construction

#### WINNER

#### Bahamas Resorts project financed by Export-Import Bank of China

**Paul Hastings** (Bahamas Resorts)

**Allen & Overy** (Export-Import Bank of China)

This was the first tourism project outside of China for the state-owned Export-Import Bank of China. Financing of up to US\$2.5 billion from the bank will go to construction and development of a large resort in the Bahamas, owned by Baha Mar Resorts. Part of the transaction involved restructuring the loan facility to add a renminbi tranche to allow renminbi sales proceeds to be applied towards the loan facility in 20 years. China State Construction Engineering Corporation (CSEC) was appointed as the main contractor for the project. The sponsor, BML Properties and CSEC as the main contractor, will develop the project. The State Engineering Corporation will also take a minority stake in the project, which is expected to be completed in 2013.



**L-R:** Zha Zheng of Allen & Overy, Joel Rothstein of Paul Hastings

#### FINALISTS

Perennial China Retail Trust's business trust  
Nike Greater China at the Springs  
Home Inna purchase of Motel 168  
Carlyle's Mandarin hotel chain acquisition of Mandarin Hotel Holdings

## In-house Teams of the Year

### Chinese Company

#### WINNER

#### China Petroleum & Chemical Corporation (Sinopec)

With more than 30 in-house lawyers, the legal team at Sinopec has had another outstanding year. Deals for the year include issuance of an international bond worth US\$3 billion, a personal triumph for the team's director general, Zhang Jixing. Other deals included a 30% interest in Galp's Brazilian unit, the acquisition of Daylight Energy in Canada and a US\$2.5 billion deal with Devon Energy in the US. This is Sinopec's fourth year in a row winning the Chinese Company In-house Team of the Year Award.



L-R: David Tring of China Law & Practice, Zhang Jixing of Sinopec

#### FINALISTS

Alibaba Group  
Baosteel Group  
Bright Food  
China Three Gorges Corporation  
New China Life Insurance

### Chinese Financial Institution

#### WINNER

#### ICBC

The legal team at ICBC had a busy year as the first Chinese bank to use an orphan special purpose vehicle structure to arrange financing to Venezuelan company PDVSA. The bank's international and integrated strategy has been progressing steadily as it becomes a multinational financial group. Zhang Wei, general manager of ICBC's legal department said, "one of the key challenges ICBC faces today is to prevent and control the legal risks the group faces".



L-R: Zhai Yanjie of ICBC, Janice Qu of China Law & Practice

#### FINALISTS

Agricultural Development Bank of China  
Bank of China  
Export-Import Bank of China  
China Development Bank  
CICC  
Haitong Securities



## Outstanding Achievement

### WINNER

### Liu Chuntian

As one of the leading authorities on the country's intellectual property law and a scholar dedicated to enhancing intellectual property rights in China, it is *China Law & Practice's* honour to award Liu Chuntian with the Outstanding Achievement Award for 2012.

Professor Liu enrolled in Renmin University in 1978. He followed Professor Tong Rou in his graduate courses in civil law and since then has been teaching for more than 20 years. In 1985, Professor Liu Chuntian established the first intellectual property law courses in China, which became part of the training program for law undergraduates.

Over the years, Professor Liu has contributed significantly to the evolution of a number of important pieces of legislation. These laws are the very foundation of intellectual property law in China. He has taken part in the drafting and amendment of the Patent Law, Trademark Law, Copyright Law, Anti-unfair Competition Law and other intellectual property legislation.

Professor Liu recalls that when drafting the Copyright Law there were disagreements over whether it should be called *banquan*, the literal translation of copyright or *zhuzuoquan* with the focus on an author's rights, but literally translated as the right in a work. Liu believed that *banquan* may lead to a one-sided understanding of the publisher's rights, while *zhuzuoquan* has no such possibility of such a misunderstanding. Finally, *zhuzuoquan* was used as the official title for the first PRC Copyright Law back in 1990, when it was passed by the fifteenth session of the National People's Congress.

In 2009, Renmin University formally announced the establishment of the Intellectual Property School. As the founding Dean of the IP School, Professor Liu Chuntian continues to educate China's next generation of intellectual property lawyers and advocates. There is no doubt that for many years to come, Professor Liu's efforts and expertise will serve to advance the development of China's intellectual property structure. It is with great honour and pleasure

that *China Law & Practice* recognises Professor Liu's contribution and commitment to Chinese intellectual property law with the Outstanding Achievement Award.



**L-R:** Zhang Jixing of Sinopec, James Luo of LawJay Advocates (accepts the award on Professor Liu's behalf)



## 漢坤律師事務所 HAN KUN LAW OFFICES



Han Kun Law Offices has been nominated in the following categories:

*Up-and-coming Firm of the Year*  
*China Private Equity Firm of the Year*  
*Private Equity Deals of the Year*  
*Real Estate & Construction Deal of the Year*

**WEBSITE:** [www.hankunlaw.com](http://www.hankunlaw.com)  
**E-MAIL:** [public@hankunlaw.com](mailto:public@hankunlaw.com)

### OFFICE ADDRESSES:

#### **BELING**

Tel: +86 10 8525 5500 / Fax: +86 10 8525 5511 / 8525 5522  
 Suite 906, Office Tower C1, Oriental Plaza, No. 1 East Chang An Ave., Beijing 100738, P. R. China

#### **SHANGHAI**

Tel: +86 21 6080 0909 / Fax: +86 21 6080 0999  
 Suite 5709, Tower 1, Plaza 66, 1266 Nanjing West Road, Shanghai 200040, P. R. China

#### **SHENZHEN**

Tel: +86 755 3680 6500 / Fax: +86 755 3680 6599  
 Suite 4709, Excellence Times Plaza, 4068 Yitian Road, Futian District, Shenzhen 518048, P. R. China

## China Outbound Investment Guide 2013 (Fourth edition)

The fully bilingual hard copy will be published in March 2013 and will be distributed to more than 3,000 senior executives at banks and financial institutions, institutional investors and other enterprises in China.

- Direct client access to senior executives and in-house counsel in China
- Direct referral access to China's private practice community
- Demonstrate your commitment to the Chinese market through the fully bilingual publication and web platform

**Exclusive sponsorship opportunities are available**

**To participate, please contact Joanna Lee on:**  
**+852 2842 6966 or [joanna.lee@euromoneyasia.com](mailto:joanna.lee@euromoneyasia.com)**





## Teams of the Year

### International Banking & Finance

#### WINNER

**Allen & Overy**

#### FINALISTS

Clifford Chance  
Herbert Smith  
Hogan Lovells  
Linklaters



**L-R:** Zhao Binghao of Allen & Overy, Janice Qu of China Law & Practice

### China Banking & Finance

#### WINNER

**Concord Law Offices**

#### FINALISTS

Global Law Office  
Jincheng Tongda & Neal  
Links Law Offices  
Run Ming Law Office

### International Capital Markets

#### WINNER

**Davis Polk & Wardwell**

#### FINALISTS

Clifford Chance  
Freshfields Bruckhaus Deringer  
Linklaters  
Sullivan & Cromwell



**L-R:** Dai Guanchun of Jingtian & Gongcheng, Bate Yu of Davis Polk & Wardwell

### China Capital Markets

#### WINNER

**Jingtian & Gongcheng**

#### FINALISTS

Commerce & Finance Law Offices  
Haiwen & Partners  
King & Wood Mallesons  
Zhong Yin Law Firm

### International M&A

#### WINNER

**Clifford Chance**

#### FINALISTS

Allen & Overy  
Freshfields Bruckhaus Deringer  
Shearman & Sterling  
Simpson Thacher & Bartlett



**L-R:** Terrence Foo of Clifford Chance, Chen Jie of Jun He Law Offices, Kevin Lu of Synmax Translation

### China M&A

#### WINNER

**Jun He Law Offices**

#### FINALISTS

Haiwen & Partners  
Jun He Law Offices  
King & Wood Mallesons  
Zhong Lun Law Firm

## Teams of the Year/Firms of the Year

### International Private Equity

#### WINNER

**Kirkland & Ellis**

#### FINALISTS

Linklaters  
Paul Weiss Rifkind Wharton & Garrison  
Skadden Arps Slate Meagher & Flom  
Simpson Thacher & Bartlett



**L-R:** Bao Chen of Fangda Partners, Li Chuan of Kirkland & Ellis

### China Private Equity

#### WINNER

**Fangda Partners**

#### FINALISTS

Boss & Young  
Han Kun Law Offices  
Links Law Offices  
MWE China Law Office

### International Projects, Energy & Infrastructure

#### WINNER

**Vinson & Elkins**

#### FINALISTS

Baker & McKenzie  
Herbert Smith  
Shearman & Sterling  
White & Case  
Hogan Lovells



**L-R:** Liu Hongchuan of Broad & Bright, Rob Patterson and Paul Deemer of Vinson & Elkins

### China Projects, Energy & Infrastructure

#### WINNER

**Broad & Bright**

#### FINALISTS

Dacheng Law Firm  
Grandall Law Firm  
Guantao Law Firm  
Zhong Lun Law Firm

### International Competition

#### WINNER

**Mayer Brown JSM**

#### FINALISTS

Clifford Chance  
DLA Piper  
Linklaters  
Norton Rose



**L-R:** Frank Schoneveld and Henry Chen of MWE China Law Offices, Ian Lewis of Mayer Brown JSM

### China Competition

#### WINNER

**MWE China Law Offices**

#### FINALISTS

Broad & Bright  
Dacheng Law Firm  
Jun He Law Offices  
King & Wood Mallesons

## Firms of the Year

### International Dispute Resolution

#### WINNER

**Herbert Smith**

#### FINALISTS

DLA Piper  
Baker & McKenzie  
Mayer Brown JSM  
Orrick Herrington & Sutcliffe



**L-R:** Liu Xiangwen of King & Wood Mallesons, Jessica Fei of Herbert Smith

### China Dispute Resolution

#### WINNER

**King & Wood Mallesons**

#### FINALISTS

Boss & Young  
AllBright Law Offices  
Boss & Young  
Fangda Partners  
Jun He Law Offices

### International Intellectual Property

#### WINNER

**Bird & Bird**

#### FINALISTS

Baker & McKenzie  
Hogan Lovells  
Jones Day  
Rouse  
Ropes & Gray



**L-R:** Kay Yang and Yue Xuelan of Liu Shen & Associates, Jiang Jiang of Hylands Law Firm, Rieko Michishita and Troy Rice of Bird & Bird

### China IP Prosecution

#### WINNER

**Liu Shen & Associates**

#### FINALISTS

CCPIT  
China Patent Agent (HK)  
King & Wood Mallesons  
Peksung  
Unitalen

### China IP Contentious

#### WINNER

**Hylands Law Firm**

#### FINALISTS

An Tian Zhang & Partners  
China Sinda  
King & Wood Mallesons  
Fangda Partners  
Zhongzi Law Office

### International Labour & Employment

#### WINNER

**Simmons & Simmons**

#### FINALISTS

Baker & McKenzie  
DLA Piper  
Mayer Brown JSM  
Paul Hastings



**L-R:** Nina Wang, Isabelle Wan and Helen Li of TransAsia Lawyers, Johnny Choi, Cai Yongmei and Helen Tang of Simmons & Simmons

### China Labour & Employment

#### WINNER

**TransAsia Lawyers**

#### FINALISTS

Baohua Law Firm  
King & Wood Mallesons  
R&P China Lawyers  
Shanghai HR&L Law Firm





**TransAsia Lawyers**  
**权亚律师事务所**  
<http://TransAsiaLawyers.com>

**Beijing**

**Shanghai**

**Tokyo**

TransAsia Lawyers (**TransAsia**) is a leading PRC-licensed law firm that specializes in offering professional legal advice on investments into and out of China. For years, TransAsia has maintained its commitment to providing clients with practical, efficient and expert legal advice. Established in 1994, TransAsia's labor and employment practice is one of the first of its kind in the PRC and enjoys a preeminent reputation in the Chinese legal community.

In 2010 and 2011, TransAsia was voted by Chambers & Partners – the international authority on legal practice rankings – as "**Law Firm of the Year**" for labor and employment law in China. This award was granted for the first time in the PRC in 2010. TransAsia was also elected by China Law & Practice as the "**PRC Firm of the Year for Labor & Employment**" in 2011 and 2012.

TransAsia's labor and employment services include:

- pre-employment screening, employee recruitment and hiring, advice on labor dispatch, expatriate employment and overall legal compliance;
- drafting a range of documents, such as employment contracts, employee handbooks, and non-disclosure, non-competition, intellectual property rights protection, termination and training agreements;
- advice on remuneration and welfare benefits, social insurance and housing fund, work hours, leave and overtime, as well as applications for special working hours systems;
- managing trade union relations and collective bargaining;
- employee termination, employment contract expiration and retrenchment;
- advice on anti-discrimination and sexual harassment; and
- labor dispute resolution (mediation, arbitration and litigation), and collective action and crisis management.

权亚律师事务所（“权亚”）是一家在中国注册的一流律师事务所，专长于在外商在华投资与中国对外投资有关的项目中提供专业法律咨询服务。权亚多年来矢志以务实的解决方案、高效的服务、卓越的专业知识和诚信的职业操守向客户提供优质法律服务。自1994年成立至今，权亚在中国劳动法业务领域具有最悠久之历史，并在业界内享有盛誉。权亚于2010年与2011年连续两度获国际权威法律评级机构钱伯斯评选为中国劳动法领域“**年度最佳律师事务所**”（钱伯斯于2010年首次在中国设立该奖项）。敝所亦于2011年及2012年两度获中国法律商务评选为“**中国劳动法最佳律师事务所**”。

权亚在劳动法领域提供之咨询范围包括：

- 职前审查、员工之招聘与聘用、劳务派遣、外国人在华就业及全方位的企业合规事宜；
- 各类法律文件之拟备，如劳动合同、员工手册、保密及竞业禁止协议、知识产权保护协议、解除协议以及培训协议等；
- 薪酬福利、社会保险、住房公积金；工作时间、休假和加班问题，特殊工时制度之申请；
- 工会及工资集体协商；
- 劳动合同之解除和终止；企业经济性裁员；
- 反歧视和性骚扰；
- 劳动争议之解决（包括劳动争议之调解、仲裁及诉讼）；群体性事件与危机之处理。

## Firms of the Year

### International Real Estate & Construction

#### WINNER

**Paul Hastings**

#### FINALISTS

Hogan Lovells  
Mayer Brown JSM  
Morrison & Foerster  
Orrick Herrington & Sutcliffe



L-R: Chen Ming of Zhong Lun Law Firm, Joel Rothstein of Paul Hastings

### China Real Estate & Construction

#### WINNER

**Zhong Lun Law Firm**

#### FINALISTS

AllBright Law Offices  
Dacheng Law Offices  
Guantao Law Offices  
Jincheng Tongda & Neal Law Firm

### International Shipping & Maritime

#### WINNER

**Ince & Co**

#### FINALISTS

Clyde & Co  
Holman Fenwick Willan  
Mayer Brown JSM  
Norton Rose



L-R: Antonia Jackson of Ince & Co, Janice Qu of China Law & Practice

### China Shipping & Maritime

#### WINNER

**Wang Jing & Co**

#### FINALISTS

Global Law Office  
Hai Tong & Partners  
Richard Wang & Co  
Yao Liang Law Office

### International Tax

#### WINNER

**DLA Piper**

#### FINALISTS

Baker & McKenzie  
Clifford Chance  
O'Melveny & Myers  
Salans  
White & Case



L-R: David Tring of China Law & Practice, Leo Wang of Llinks Law Offices

### China Tax

#### WINNER

**Llinks Law Offices**

#### FINALISTS

Hwuason Law Firm  
Jun He Law Offices  
King & Wood Mallesons  
MWE Law Offices  
Zhong Lun Law Firm

## Firms of the Year

### International TMT

#### WINNER

**Paul Weiss Rifkind  
Wharton & Garrison**

#### FINALISTS

Baker & McKenzie  
Bird & Bird  
Freshfields Bruckhaus Deringer  
Herbert Smith  
Hogan Lovells



L-R: Avica Wang of Fangda Partners, Greg Liu of Paul Weiss Rifkind Wharton & Garrison

### China TMT

#### WINNER

**Fangda Partners**

#### FINALISTS

Dacheng Law Firm  
Jun He Law Offices  
Llinks Law Offices  
TransAsia Lawyers

## Regional Firms of the Year

### Chongqing

#### WINNER

**Solton & Partners**

#### FINALISTS

Exceedon & Partners  
Zhonghao Law Firm

### Hangzhou

#### WINNER

**Zhejiang T&C  
Law Firm**

#### FINALISTS

Capital Equity Legal Group  
High Mark Law Firm

### Qingdao

#### WINNER

**Wincon Law Firm**

#### FINALISTS

Qindao Law Firm  
Shandong Ya & Tai Law Firm  
Shandong Deheng Law Firm

### Tianjin

#### WINNER

**Winners Law  
Firm**

#### FINALISTS

Join & High Law Office  
Mingzhou Law Firm  
Tianjin Jinjianbaoqi Law Firm

### Guangzhou

#### WINNER

**Guangda Law Firm**

#### FINALISTS

Alpha & Leader Law Firm  
C&I Partners  
Wang Jing & Co

### Nanjing

#### WINNER

**JC Master Law  
Offices**

#### FINALISTS

Jiangsu Co-Far Law Firm  
Jiangsu Way-to-Justice Law Firm  
Jin Ding Partners

### Shenzhen

#### WINNER

**V&T Law Firm**

#### FINALISTS

Jing Tian Law Firm  
Jingtian & Gongcheng  
Zhong Yin Law Firm



L-R: Kent Woo of Guangda Law Firm, Chen Xuhu of Zhejiang T&C Law Firm, Wu Xiaogang and Cui Junrong of Chongqing Solton Partners, Simon Bai of Winners Law Firm



## Firms of the Year

### Hong Kong

#### WINNER

#### Woo Kwan Lee & Lo

#### FINALISTS

Deacons  
Wilkinson & Grist  
ONC  
Oldham Li & Nie  
Tanner De Witt



Li Lanying of Woo Kwan Lee & Lo

### Taiwan

#### WINNER

#### Lee and Li

#### FINALISTS

LCS Partners  
Chen & Lin  
Tsar & Tsai



Edward Liu of Lee and Li

### Japan

#### WINNER

#### Nishimura & Asahi

#### FINALISTS

Mori Hamada & Matsumoto  
Anderson Mori & Tomotsune  
Nagashima Ohno & Tsunematsu



Saori Okada of Nishimura & Asahi

### Korea

#### WINNER

#### Kim & Chang

#### FINALISTS

Bae Kim & Lee  
Lee & Ko  
Shin & Kim



Yun Hyun Cho of Kim & Chang

### Offshore

#### WINNER

#### Maples and Calder

#### FINALISTS

Appleby  
Conyers Dill & Pearman  
Walkers



L-R: Anthony Webster, Jenny Nip, and James Gaden of Maples and Calder

### Up-and-coming

#### WINNER

#### Han Kun Law Offices

#### FINALISTS

Broad & Bright  
Jade & Fountain  
Jincheng Tongda & Neal Law Firm



L-R: Andrew Zeng of Han Kun Law Firm, Rob Morris of AlixPartners

### International Firm of the Year

#### WINNER

#### Freshfields Bruckhaus Deringer



#### FINALISTS

Allen & Overy  
Baker & McKenzie  
Clifford Chance  
Orrick Herrington & Sutcliffe

L-R: Michael Han and Melissa Thomas of Freshfields Bruckhaus Deringer, Kevin Lu of Synmax Translation

### China Firm of the Year

#### WINNER

#### Jun He Law Offices



#### FINALISTS

Dacheng Law Firm  
Fangda Partners  
King & Wood Mallensons  
Zhong Lun Law Firm

L-R: Zhai Yanjie of ICBC, Janet Hui of Jun He Law Offices



君合律師事務所  
JUN HE LAW OFFICES

**PRC Firm of the Year 2012**

**PRC Mergers & Acquisitions Team of the Year 2012**

*China Resources Building, 20th Floor*

*8 Jianguomenbei Avenue, Beijing 100005, PRC*

*Tel: +86 10 8519 1300 Fax: +86 10 8519 1350*

*Website: [www.junhe.com](http://www.junhe.com)*

*Email: [junhebj@junhe.com](mailto:junhebj@junhe.com)*

SHANGHAI  
Tel: +86 21 5298 5488  
Fax: +86 21 5298 5492  
Email: [junhesh@junhe.com](mailto:junhesh@junhe.com)

SHENZHEN  
Tel: +86 755 2587 0765  
Fax: +86 755 2587 0780  
Email: [junhesz@junhe.com](mailto:junhesz@junhe.com)

GUANGZHOU  
Tel: +86-20 2805 9088  
Fax: +86-20 2805 9099  
Email: [junhegz@junhe.com](mailto:junhegz@junhe.com)

DALIAN  
Tel: +86 411 8250 7578  
Fax: +86 411 8250 7579  
Email: [junhedl@junhe.com](mailto:junhedl@junhe.com)

HAIKOU  
Tel: +86 898 6851 2544  
Fax: +86 898 6851 3514  
Email: [junhehn@junhe.com](mailto:junhehn@junhe.com)

HONG KONG  
Tel: +852 2167 0000  
Fax: +852 2167 0050  
Email: [junhehk@junhe.com](mailto:junhehk@junhe.com)

NEW YORK  
Tel: +1 212 703 8702  
Fax: +1 212 703 8720  
Email: [junheny@junhe.com](mailto:junheny@junhe.com)

SILICON VALLEY  
Tel: +1 888 886 8168  
Fax: +1 888 808 2168  
Email: [junhesv@junhe.com](mailto:junhesv@junhe.com)