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City: Beijing

Practices: Employment & Labor, Anti-Corruption & Compliance

Basic Information

Mr. Liu is the Partner of Haiwen & Partners. Mr. Liu's practice focuses on employment & labor, anti-corruption & compliance.

Professional History

Mr. Liu joined Haiwen in 2019 as Partner. Before joining Haiwen, Mr. Liu was a Partner of a boutique labor law firm and was the managing partner of its Beijing Office.

Experience Highlights

In the area of employment & labor, Mr. Liu has extensive service experience. Mr. Liu's scope of services covers all aspects of labor and social security laws, including drafting, reviewing and revising labor contracts and related agreements; drafting, revising and implementing internal rules, policies and procedures; providing labor law consulting services and HR management training. He also has extensive experience in handling senior management exit cases, non-competition restrictions and class actions. In addition, he is very good at dealing with employee replacement projects associated with business transformation, suspension of production, bankruptcy, reorganization, dissolution and liquidation, relocation, and internal organizational structure adjustments. He has rich experiences in designing overall and systematic employee replacement plan for such projects and collective consultations and negotiations on behalf of the company.

Mr. Liu's clients mainly include BMW, Lenovo, Schneider Electric, New China Life Insurance, China Development Bank Securities, China Reform Securities, China Everbright Bank, New Oriental, Yuanfudao, Sina, PingCAP, Taikang Asset, Hillhouse Capital, China Renaissance, etc. Mr. Liu's recent representative experience includes:

Represented a large Chinese company in a conflict of interest case with an executive, assisted the client in winning the case, which was honored as one of the ten typical labor disputes cases in Beijing that year;

Represented a foreign-invested petroleum industry company in class actions involving 40 people in Beijing and Shenzhen;

Represented a large Chinese IT company in class actions involving 30 people in Beijing and Shanghai;

Assisted an American IT company in the dismissal of its vice president in China, making plans and negotiating;

Advised a top European multinational communication industry company on a collective redundancy project, which affected more than ten legal entities in different cities and reduced about one thousand employees;

Advised a French multinational company on a relocation and transfer project involving over 500 employees as a result of the relocation of its Xiamen factory;

Advised a wholly owned subsidiary of European company in Suzhou on a redundancy project due to its liquidation;

Advised a leading American IT company on an economic redundancy project;

Advised a state-owned financial institution on employee relocation services, covering scheme formulation, employee negotiations, and regulatory communications;

Assisted a world-leading German automotive company in providing comprehensive legal services for employee transfer and relocation involving thousands of employees during the organizational restructuring of its subsidiaries in Beijing, Hefei, and Tianjin;

Assisted a world-leading German automotive company in employee adjustment and relocation in Beijing, Shanghai, Chengdu, and Guangzhou arising from the organizational restructuring, and represented the client in post-relocation disputes;

Assisted a large long-term apartment rental operator in implementing nationwide employee relocation programs amidst major economic, social, and public crises, coordinated with regulatory authorities to achieve swift and smooth relocation of thousands of employees;

Advised a leading automobile company on a relocation and transfer project involving personnel in 12 cities due to organizational restructuring;

Advised a French multinational manufacture company on a redundancy project in Beijing;

Advised a Southeast Asian Airline on a redundancy project involving over 10 representative offices;

Advised a stated owned enterprise in Shenyang on a redundancy issue involving nearly 1,000 people in the bankruptcy reorganization project;

Advised an American-invested petroleum company on the emergency response and handling of a mass incident in a city of Sichuan Province;

Advised a Fortune 500 Chinese company on the emergency response and handling of a mass incident in Beijing;

Advised a bank on the placement of an employee diagnosed with depression;

Advised a Fortune 500 company on the emergency response and handling of a suicide employee and provided family communication and negotiation services;

Drafted the non-competition & commercial secret protection legal proposal, internal regulations, processes, related agreements and notices for a leading IT Company;

Assisted a leading IT company listed on NASDAQ in drafting a comprehensive set of non-competition policies, documents, and procedures, as well as providing training and guidance;

Assisted a leading new materials company listed on the Main Board in drafting a comprehensive set of non-competition policies, documents, and procedures, as well as providing training and guidance;

Assisted multiple companies in holding former employees accountable for breaches of non-competition obligations and infringement of trade secrets, and provided legal strategies to prevent liability for new hires accused of breaching non-competition agreements or infringing trade secrets by their former employers;

Advised a state-owned securities company listed on the Main Board on the design and revision of labor-related policies, including deferred compensation schemes;

Advised a number of clients on how to respond to labor inspections, social insurance audits and complaints, and

represented clients in negotiation with relevant authorities for resolution of relevant matters;

Provided around 10 internal and public trainings per year;

Provided consulting advice for numerous domestic and foreign companies.

In the area of anti-corruption & compliance, Mr. Liu also has extensive experience. Mr. Liu provides compliance and anti-corruption and anti-bribery law advice for several multi-national corporations and domestic corporations, including compliance due diligence, internal auditing, compliance policy formulation, advice in government investigation, internal investigation on whistleblower matters, etc. Mr. Liu's recent representative experience includes:

Advised a Fortune 500 manufacture company on a compliance project involving government, clients and vendors, which lasted 3 years;

Provide investigation, evaluation, handling, negotiation and dispute resolution services for a number of financial institutions and private equity investment institutions in relation to internal employee conflicts of interest and commercial bribery matters;

Assisted a leading international kitchenware manufacturing company in the compliance investigation and dismissal of a number of executives, including the CEO and CFO in the process of management change in China, provided a full range of legal services including making plans, drafting documents, conducting negotiations, assisting in control transfer and external registration, crisis public relations and dispute resolution;

Provided investigation, interview and handling of internally reported workplace sexual harassment issue for a Chinese subsidiary of a European company,, provided compliance advice, and improved the rules and regulations for sexual harassment prevention and control;

Assisted a large Sino-foreign JV company in conducting an internal investigation regarding potential fraud and conflict of interest issues with its executives and suppliers, provide legal advice, and represent the company in civil cases arising therefrom; assist the company in compliance system assessment and provide solutions;

Assisted a Hong Kong listed Chinese technology conglomerate in conducting a series of internal investigations on the internal reporting of anti-bribery and FCPA issues, advised on how to deal with relevant employees and assisted in the development of systematic improvement;

Advised a leading global investment company to provide regular FCPA and compliance training to its portfolio companies in the healthcare sector in China, conduct investigation on specific compliance matters and provide advice;

Represented a technology company in conducting an internal anti-corruption investigation and compliance interviews with the company's executives;

Represented a United States company in a compliance investigation, interviews, and subsequent disputes regarding its executive team in China;

Represented a United States company in a compliance investigation and interview in connection with an internal whistleblower report received by the company;

Assisted a large JV theme park in its compliance investigation on the internal reporting of anti-bribery issues.

Accolades

Mr. Liu was selected by China Business Law Journal as a "The Rising Star" in 2024, recommended by The Legal 500 as a Team Leader of the "Firms to Watch: Labor and Employment: PRC Firms" in 2023; nominated by The Legal 500 as "Labor and Employment: PRC Firms Lawyer of the Year" in 2024; nominated by China Law & Practice Awards as "Labor & Employment Lawyer of the Year" in 2022; and selected by LEGALBAND 2016 as one of the "30 Under 30" .

Admissions

Mr. Liu holds a license to practice law in China.

Publication

Mr. Liu was invited as an expert to participate in the drafting of the People's Republic of China on the Registration and Inspection of Sports Boats, a departmental regulation of the State Council undertaken by the Water Sports Administration undertaken by the Water Sports Administration Center of the General Administration of Sport. Mr. Liu presided over the writing of the Blue Book of Non-Competition Disputes and the Practical Handbook of Employment Management in the Financial Industry on internationally recognized legal platforms such as LexisNexis and Wolters Kluwer.

Other Positions

Mr. Liu is the Director of International Law School Alumni Association of the China University of Political Science and Law, the Practice Tutor of Center for Foreign-Related Rule of Law at China University of Political Science and Law, the Undergraduate Practice Tutor of China University of Political Science and Law, the Arbitrator of the Chinese Football Association Dispute Resolution committee, and the Distinguished Research Fellow at the Administrative Prosecution Research Base of the Zhejiang Provincial People's Procuratorate.

Education

Mr. Liu received his LLB from China University of Political Science and Law in 2010 and LLM from Washington University in St. Louis 2011.

Language

Mr. Liu's native language is Mandarin, and he speaks English fluently.