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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 successfully handled a large number of civil and commercial cases on behalf of various domestic and foreign clients in foreign and domestic arbitration institutions, as well as the people's courts at various levels and in different regions of China. Ms. Wu's representative experience includes: advising an asset management company in an entrusted loan dispute in Shanxi Higher People's court litigation with the amount in controversy being 300 million RMB; advising a fund company in its dispute over equity repurchase with an invested company and its actual controller with the amount in controversy being 200 million RMB; advising a large state-owned company in its dispute with the invested company in violation of shareholder rights in Beijing court; advising a major Germany-based multinational conglomerate in the industrial gas industry in connection with several major gas supply contracts dispute before local courts in China with the amount in controversy being over 230 million RMB in single case; advising a major France-based multinational company in the mechanical industry before local courts in Shanxi province regarding a major dispute under an equipment supply agreement with the amount in controversy being 47 million RMB; advising a leading US-based multinational company in IT products and services industry in its multiple supply/service contract disputes in arbitration cases; advising a German multinational conglomerate in connection with supply/service contract disputes before CIETAC in Beijing and Shanghai and domestic enforcement procedures in

arbitration cases; advising a leading Chinese life insurance company in its contract disputes with several service providers; advising a private enterprise in unfair competition disputes with competitors in litigation cases in Beijing court; act as the administrator in the pre-restructuring and bankruptcy reorganization of a State-owned enterprise, which is the first landmark case to which the pre-reorganization procedure is applied by Beijing court; advising a number of clients in filing applications for enforcement cases in various regions and participate in bankruptcy and liquidation cases; provide PRC expert opinions in Hong Kong litigation, 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. Ms. Wu's clients in the field of labor law include many well-known multinational companies, large group companies and state-owned enterprises, such as Schneider Electric, BMW, Lenovo, Whirlpool, Yuanfudao, New Oriental, Weiss, Oatly, Harley Davidson, BeyonCa, Temasek, KKR, Bain Capital, Hillhouse Capital, New China Life Insurance, Taikang Asset Management, Cinda Asset Management, etc., covering a wide range of industries such as 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 contracts and agreements related to the labor and employment; (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, non-competition, IP and data protection, labor union, cross-border arrangement and employment of foreigners, etc.; (4) providing systematic solutions in handling complicated employment matters such as large-scale personnel relocation, employee transfer and lay-offs in M&A transactions and liquidation/bankruptcy/restructuring procedures, collective bargaining, arrangement of senior executives, compliance matters; (5) advising in external labor dispute litigation and internal labor dispute 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 have rich experience in compliance due diligence, internal risk review, compliance system design, regular compliance consultation and training, response to government investigation, etc. Ms. Wu's representative experience includes: advising a leading foreign-invested automobile company, a leading Chinese retailing company, a leading Chinese Internet company, a leading Chinese Internet music company in compliance due diligence in their investment projects; advising a leading beer production Chinese company, a foreign-invested medical company, a foreign-invested cutting tooling company, a large JV in entertainment industry, a foreign-invested spice company in their internal compliance investigation and in the subsequent dispute resolution procedures; advising a leading global investment company, a foreign-invested electrical appliance company, a Chinese product digital technology company, a foreign-invested agricultural machinery enterprise and a foreign-invested liquor enterprise in conducting risk assessment and formulating compliance protocols and training schemes; advising an A-share listed

company with foreign investment and its executives in responding to and negotiating with the relevant government bureaus in relation to regulatory inquiries and investigations.

In the area of M&A, foreign investment and general corporate, Ms. Wu represents international financial institutions, multinational corporations and Chinese companies in cross-border transactions. She also represents multinational corporations in their investments and operations in China and provides general corporate advice on their business operations in China. Ms. Wu's representative experience includes: advising Universal in its investment in the Beijing theme park project since 2012 and also providing general corporate advice on its construction and operation matters; advising XD Electric (A-share listed company) in bringing in strategic investment from GE and establishing a JV company with GE; advising Capital Group in connection with its investment in Didi; advising Whirlpool in connection with its acquisition of Sanyo Royalstar and the integration of its China business, including large-scale employee transfer/displacement and business integration; advising Diageo in connection with its tender offer for shares of Shuijingfang, a Chinese public company; advising Changyou.com (Nasdaq: CYOU) Limited in connection with its acquisition of 7road (a leading webpage online game operator); provide numerous multinational companies such as Alvance and Werfen with general corporate advice on their business operations in China.

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.