

LAW VIEW PARTNERS
恒为律师事务所

ADD: Room 1303, Office Building A, No.868, East
LongHua Rd, Huangpu District, Shanghai 200023,
P. R. China

TEL: 86-21-63770228

WEBSITE: www.lawviewer.com



A nighttime photograph of a city skyline featuring several illuminated skyscrapers. The central focus is a tall, dark skyscraper with a distinctive top section. To its left is another tall building with a blue glow. To the right, a building is lit with bright blue lights. The foreground shows streetlights and traffic light trails.

Who we are?

- A boutique law firm specialized in helping foreign investors, financial institutions, start-up companies and private investors doing business.
- We are trusted key advisors, with the experience and reach to advise business in specialised fields.
- We understand that clients are looking for value beyond legal expertise. We focus on business—not just paperwork.



Practices

The Firm's resources and services span foreign investment and trade, M&A and finance, construction and real estate, corporate compliance, as well as market-leading experience advising clients in corporate transactional advice, intellectual property and commercial litigation.



& Corporate Foreign Investment

The Firm has over the years successfully advised a significant number of domestic and foreign clients with their investment and business across China. As legal advisor of many renowned multinationals, state-owned and private enterprises, our services cover a wide range of areas of corporate law and foreign investment. The Firm also has extensive experience in representing foreign investors, start-ups and high-growth companies in their equity investment and finance, joint venture and cooperation, employee incentive plan, M&A, assets transaction, etc.

Our practice in this area includes:

1. Establishment of Foreign Invested Enterprises (FIEs), such as joint ventures, wholly foreign owned enterprises, representative offices and regional enterprises
2. Incorporation and alteration of Private Equity investment
3. Foreign invested real estate development
4. Liquidation and dissolution of enterprises
5. Company restructuring and equity transfer
6. Equity investment and finance
7. Corporate taxation
8. Company secretarial services

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Intellectual Property

As one of the core values of modern day competitiveness and sustainability, companies pay close attention to the importance of intellectual property rights, such as trademarks, copyrights and patents. We put IP risk management and rights protection at the center of our practices in this area. Over the years, the Firm has formed an outstanding intellectual property team to meet business and legal demands from our clients.

Our services regarding intellectual property include:

1. Intellectual property infringement litigation
2. Unfair competition and trade secret litigation
3. Application and registration of patent, trademark and copyright
4. Anti-counterfeiting products and customs protection of intellectual property
5. Due diligence, licensing and transaction of intellectual property
6. Administrative protection procedures of intellectual property
7. IP strategy consulting and management of enterprises
8. Legal affairs in the industries of Internet and technology, media and telecom, etc.

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& Mergers & Acquisitions

Our Mergers and Acquisitions (M&A) practice is prolific and extends over many industries, including manufacturing, education, healthcare, media, sports, technology, sports, real estate and retail, etc. We represent clients either as the targets or investors in M&A transactions such as Fortune 500 companies and domestic companies like private or foreign invested enterprises as well as state-owned enterprises. We are dedicated to offer clients effective and timely advice using innovative and practical solutions within the framework of the law.

Our services in the M&A include:

1. Legal due diligence and analysis
2. Partner identification and selection
3. Investment structuring and re-structuring
4. Financing arrangements
5. Negotiation and preparation transaction documents
6. Issue legal opinions on matters of PRC law
7. Governmental approvals
8. Post-transaction arrangement

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& Litigation Arbitration

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We focus on dispute resolution in commercial areas. We understand that the outcome of a lawsuit or arbitration may have significant impact to the life or death of a business, as well as to its reputation. Therefore, our team is fully dedicated to every case. We have extensive experience in representing clients from multinationals, financial institution, real estate developers, and private business owners in complex litigation and international arbitration and are familiar with the rules of legal system and judicial practice. While the development of artificial intelligence will inevitably replace some of the legal services, we continue to outstand ourselves by virtue of our capacity of analyzing and managing complex matters, which always speaks for our core competence in the ever-changing business world.

We help clients from home and aboard dealing with vital and complex disputes across varied industries and fields. Aiming at maximizing benefits or minimizing losses for clients, our services include not only participating in litigation and arbitration, but also formulating case-by-case countermeasures and solutions, as well as representing clients in negotiation of disputes.

Our dispute resolution covers the areas of:

1. Corporate investment and equity dispute
2. Construction and real estate disputes
3. Contract dispute and international trade arbitration
4. Banking and financial markets disputes
5. Intellectual property disputes
6. Employment disputes
7. Marriage and family disputes

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& Employment Law & Employee Incentive Plans

Our labor lawyers have extensive knowledge and experience in handling all types of labor issues in the context of business transactions and daily operations. We assist clients not only in establishing labor management systems and handling human resources problems, but also in settling complicated employment disputes. We work closely with our clients in mitigating and dealing with employment risks in daily operation of their business.

Our services in the Employment Law include:

1. Drafting and negotiating individual and collective labor contracts, training agreements, non-competition agreements and confidentiality agreements
2. Preparing employee manuals and drafting company rules and regulations
3. Assisting in handling employee transfer, lay-offs and displacements in corporate acquisitions, liquidations and restructuring proceedings
4. Advising on labor protection, work-related injuries and occupational disease
5. Advising in resolution of labor disputes

We are expert in formulating employee share incentive plans. Our services in this area include designing employee share incentive structures, reviewing and preparing employee incentive plans, preparing relevant authorization and option agreements, and handling dispute matters arising from employee incentive plans.

For more information, please visit

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Corporate Compliance

Today, corporation operates under intense regulatory and law enforcement scrutiny. If it is found to be noncompliant with laws or regulations, the fines, penalties, and economic damages can be staggering. In particular, foreign companies doing business in China will encounter local perspectives and assumptions that make adherence to corporate compliance programs an ever evolving and challenging effort. Practices normally considered unacceptable in the Western countries may not only be allowed in China, but may even be strongly encouraged by local cultural conventions.

Therefore, developing internal practices that take these norms into consideration—while protecting a company's legal obligations and international reputation—is a difficult process that requires skills to balance competing interests and experiences in a variety of corporate practice. The Firm's corporate compliance practice is led by lawyers who have experience of in-house counsel for multinationals for over a decade. We not only advise clients around the world on the design, implementation, and operation of compliance programs, but also provide general corporate compliance advice on the legal issues which

most regularly impact upon their businesses.

The Firm's Corporate Compliance services include:

1. Creating Programs
2. Cyber Security Law
3. Policy and Procedure Development
4. Training
5. Related Counseling Services

For more information, please visit

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Sectors

For years, our team has been focusing on hospitality, senior and health care, private equity, media and entertainment, personal wealth management, etc. We have a proven track record of unparalleled performance, working together with our clients to achieve business goals with our in-depth understanding of their industries, and have built a client roster that includes many of the world's most recognized and respected brands.





- **Hotel and Leisure**

We constantly represent investors, hotel managers and operators, timeshare resort owners, property developers and sales companies, including several of the world's most well-known hotel chains and entertainment resorts. Benefit from experienced lawyers from our different teams, we are committed to providing integrated and practical advice on hotel and leisure projects from inception and operation through to the exit phase.

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- **Financial Services**

Our services include not only general legal services for banks, such as the disposal of non-performing assets, issuing legal opinions for syndicated loan and credit products, etc., but also legal supports in the whole process of new financial products from product study, design, due diligence to product distribution, such as asset securitization products, family trust products, asset escrow, investment banking businesses, etc.

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• Senior Housing and Healthcare

We understand the way the senior housing and healthcare industries works. We are trusted key advisors, with the experience and reach to advise at all stage of this business.

Having represented international companies, from developers and aged care/hospital operators to institutional investors, in their entry into the Chinese market, along with our extensive experience in representing domestic players in their projects of various kinds, our clients are benefited from our deep industry knowledge and experience, with our creative, solution-oriented and responsive work approach.

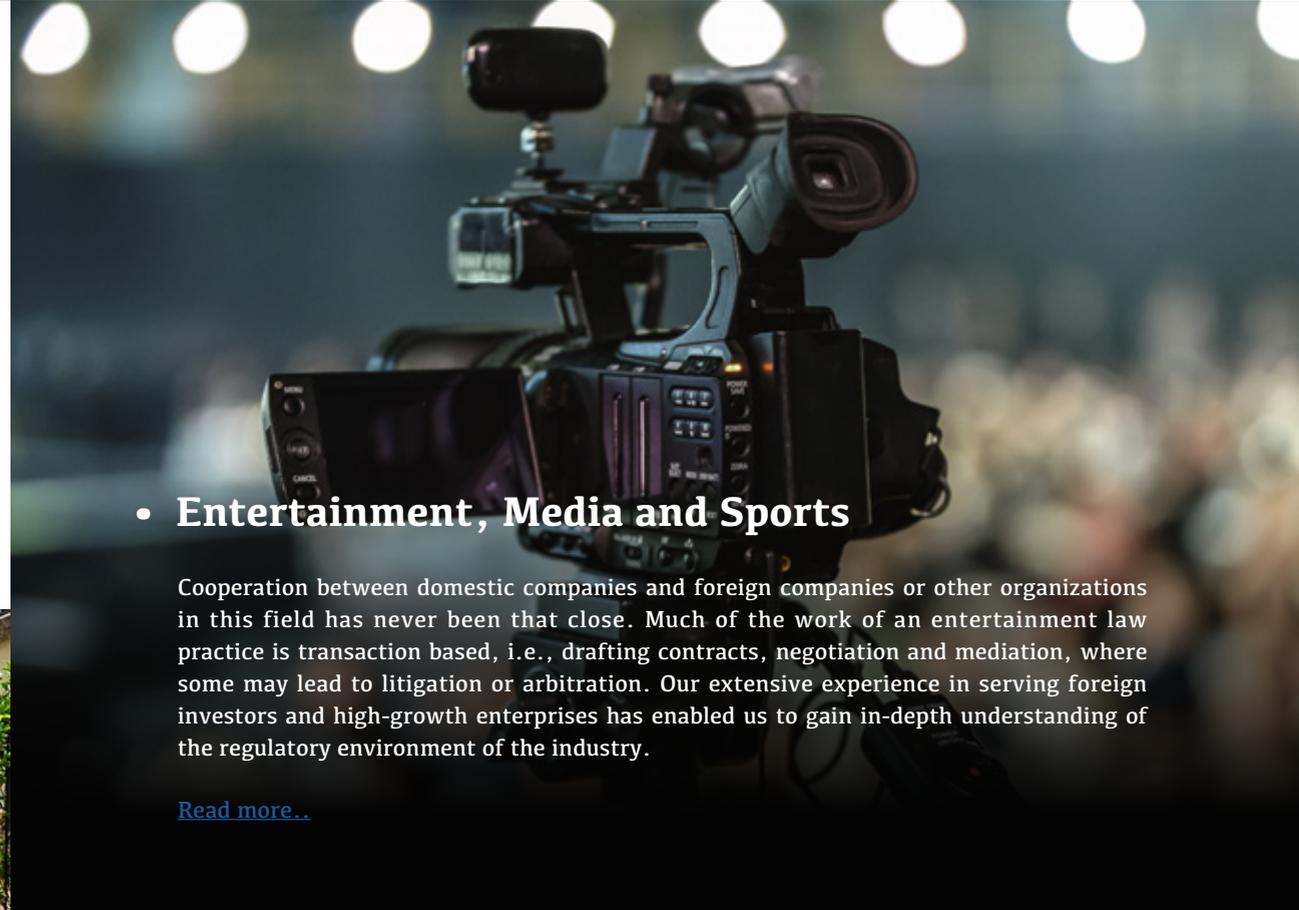
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• Private Wealth Management

Clients trust in our expertise in investment, real estate, taxation, securities, insurance and intellectual property rights, etc. Hence, we are able to provide professional services for individual and family business in a full spectrum, including establishment of family business, preserving and protecting estates and businesses, as well as designing investment structures.

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• Entertainment, Media and Sports

Cooperation between domestic companies and foreign companies or other organizations in this field has never been that close. Much of the work of an entertainment law practice is transaction based, i.e., drafting contracts, negotiation and mediation, where some may lead to litigation or arbitration. Our extensive experience in serving foreign investors and high-growth enterprises has enabled us to gain in-depth understanding of the regulatory environment of the industry.

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Our Team

Having represented clients from home and abroad along with their pace into growing market, we've established a professional and efficient team to meet various demands from clients.

Lawyers of our team are experts in their fields, which enabled us to acquire deep knowledge of the specific legal regulations of the sectors and to propose the solutions tailored to the specific needs of the client's businesses.

