

ASIAN LEGAL BUSINESS

EMPLOYER of CHOICE 2015
中国最佳雇主

METHODOLOGY

The ALB Employer of Choice Rankings were compiled taking into account responses from hundreds of law firm employees across China, ranging from managing partners to support staff, as well as our own market knowledge. The survey was open in the months of February and March, and law firms have been ranked on the basis of job satisfaction, remuneration, work-life balance, career prospects, mentorship, job security and other aspects, with respondents being asked to submit their inputs anonymously to help maintain fairness and objectivity. Law firms have been listed in alphabetical order.

评选方法

ALB中国最佳雇主排名基于全国数百名从管理合伙人到支持人员的律师事务所律师提供的调查反馈，以及我们自身了解的市场情况编写而成。本次调查于今年2月和3月进行，按工作满意度、薪酬水平、工作与生活的平衡、职业发展前景、培训辅导、工作安全感和其他方面对各律师事务所进行排名。受访者被要求以匿名方式提交问卷结果，以帮助保证调查的公平性和客观性。律所名单按字母顺序排列。

One number sums up how lawyers across China feel about the firms they work for – 98 percent. That is the proportion of the nearly 1,000 respondents to ALB's Employer of Choice survey for 2015 who either profess to being "extremely satisfied" or "satisfied with their jobs," the highest figure since ALB began conducting this survey. When asked to describe the reasons behind their job satisfaction, respondents offer a variety of perspectives. "The firm has a very supportive environment, where the entire team works together, encouraging young associates to take an active role and produce work that then receives constructive feedback from the seniors," says an associate. "The management is very keen to hear the associates' concerns and is very responsive."

When it comes to salaries, though, the reaction is slightly less euphoric. About 37 percent of respondents feel their earnings are in line with the market, and only about 56 percent consider themselves better paid than their peers elsewhere in the industry. One associate in Beijing reckons it is an "estimated 7-8 percent below peers in Beijing in terms of basic salary, with a maximum cap for non-partners, irrespective of salary. Additionally, the medical benefits are low and narrow." Says an associate in Shanghai: "Compared to the people working in the same field, my job appears to be more demanding and the amount of work needed to be done every day is more, with relatively less salary."

Equally, opportunities for training and professional development are highly regarded, with more than half the respondents terming them "very good." However, lawyers believe that there is always scope for improvement in this regard. "Secondments to clients and the offices of foreign law firm offices should be permitted and encouraged to help lawyers build their network and industry experience," says an associate. However, nearly 60 percent of the respondents believe the path to partnership in their law firm is "very transparent." And more than 81 percent say that their firm is "very collaborative." And more than 60 percent of the lawyers feel "extremely valued" by their firm.

That said, high marks don't always mean there's no room for improvement. Even respondents that are happy and satisfied in their current roles feel there are areas where firms can do better. The list includes gender equality, fair evaluations of job performance and more investments in resources, particularly staff. But generally respondents are happy where they are: More than 80 percent would "definitely" or "probably" see themselves in the same firm in five years' time, while three-quarters would "wholeheartedly" recommend it to a friend.

可以用一个数字来概括全国各地的律师对所在律师事务所的感受, 98%。近1000名参与ALB 2015年最佳雇主调查的人士中, 有98%的受访者对自己的工作表示“极为满意”或“满意”, 该数据是ALB自进行这项调查以来的最高值。当被问及对工作感到满意的原因时, 受访者的回答五花八门。一名律师表示, “律所的环境非常支持员工发展, 整个团队一起工作, 鼓励年轻律师扮演积极角色, 他们能从资深律师那里获得对其工作的建设性反馈。管理层非常愿意听取律师的意见, 并迅速作出回应。”

但谈及薪酬时, 反响就不那么热烈了。约37%的受访者认为自己的收入符合市场水平, 只有约56%的人认为自己的薪水高于业内同行。一名北京的律师表示, “就基本工资而言, 估计比北京同行低7-8%, 而且对非合伙人设定了工资上限, 无论你工资是多少。此外, 医疗福利水平较低, 面也很窄。”一名上海的律师表示: “与业内同行相比, 我的工作更累一些, 每天需要完成的工作量也更大, 工资却相对更少。”

同样, 培训和职业发展机会也受到高度重视, 一半以上的受访者认为有“非常好”的机会。但律师们认为这方面始终有改善的空间。一名律师表示, “应该允许和鼓励律师借调到客户和外资律所办事处, 帮助律师建立人脉和行业经验。”不过近60%的受访者认为自己所在律所的合伙人晋升之路还是“非常透明的”。81%以上的人称自己所在的律所“合作氛围非常好”。超过60%的律师认为律所“极其重视”自己。

即便如此, 高得分也并不总表示没有改进的空间。即使对目前工作感到高兴和满意的受访者也认为律所在某些方面可以更上一层楼。本排名包括性别平等、公正评估工作表现、以及对资源进行更多投资, 尤其是对员工的投资。当然, 受访者普遍对工作感到满意, 其中80%以上的人认为自己在今后5年内“肯定”或“很可能”还在同一家律所工作, 而四分之三的人愿意“真心诚意”地向朋友推荐自己就职的律所。

The Winners

获胜者



ALLBRIGHT LAW OFFICES

At Allbright Law Offices, respondents demonstrate a job satisfaction rate of almost 96 percent; an associate recognises the "teamwork, strong sense of professionalism of colleagues and recognition of customers." Remuneration is considered to be above the market standard by close to 60 percent of respondents, and nearly 92 percent consider the salary structure and overall salary transparency at the firm either "good" or "excellent." Half of the lawyers from the firm consider the opportunities for training or professional development as "very good" although there is room for improvement: "The firm could provide training in the drafting of legal documents," says one. Opportunities to receive mentoring in the firm are rated "very good" by nearly 60 percent, and two-thirds perceive the path to partnership as "very transparent." More than 83 percent also find it "very collaborative." With work-life balance rated as either "good" or excellent for more than 83 percent, it's no surprise 95 percent see themselves in the same firm in five years' time.

"WHAT I LIKE IN MY FIRM IS THE TEAMWORK, STRONG SENSE OF PROFESSIONALISM OF COLLEAGUES AND RECOGNITION OF CUSTOMERS" – An associate

上海锦天城律师事务所

在上海锦天城律师事务所, 受访者的工作满意度几乎达到96%。一名律师表示, 这里“团队合作氛围强, 同事有强烈的专业责任感, 并受到客户认可”。近60%的受访者认为锦天城的薪酬水平超过市场标准, 近92%的人认为该所的薪资结构和总体工资透明度“好”或“极好”。该所有一半的律师认为培训或职业发展机会“非常好”, 但仍有提升空间: 一位律师表示, “律所可以提供起草法律文件方面的培训。”近60%的人认为在律所内获得指导的机会“非常好”, 三分之二的人认为晋升合伙人的道路“非常透明”。83%以上的人还认为该所“合作氛围非常好”。由于超过83%的人认为工作与生活的平衡“好”或“极好”, 有95%的人觉得今后5年自己还会留在锦天城工作就一点也不奇怪了。

"我喜欢我们所里的团队合作, 同事强烈的专业责任感, 并能受到客户认可。" 一名律师

CHANCE BRIDGE PARTNERS

According to Ning Zhu, managing partner of Chance Bridge Partners, the firm's approach to acquiring and retaining the best talent differs from other firms in the market in three ways. "The first is precise positioning: Chance Bridge Partners is committed to providing comprehensive legal advice to its clients. This makes us different from other law firms and is key to attracting highly skilled employees who take pride in their work," she says. "Second is international insight: Our clients have different cultural backgrounds so we embrace different ways of thinking and looking at things. This allows us to bring in people with different backgrounds and perspectives. And third, there is team building. We are committed to making sure that our everyone on our team, especially our younger lawyers, are given opportunities to grow as lawyers and feel like they are part of the Chance Bridge family." The firm has a 97 percent job satisfaction rating among respondents, with more than 82 percent saying they will "wholeheartedly" recommend it to a friend.

"SENIORS AND PEERS ARE VERY HELPFUL. IT MAKES FOR A VERY GOOD LEARNING ENVIRONMENT." – An associate

卓纬律师事务所

按照卓纬律师事务所管理合伙人朱宁律师的说法，在招募和留住最优秀人才方面，该所与业内其他律所有三方面的不同。她认为，“首先，是定位准确：卓纬致力于为客户提供综合性的法律服务。这使我们区别于其他律所，对吸引极其训练有素、以工作为傲的员工非常关键。第二，是国际化视野：我们的客户有着不同的文化背景，因此我们会用不同的方式思考和看待事物。这使得我们能引入有着不同的背景和视角的员工。第三，是团队建设。我们致力于确保团队中的每个人，尤其是年轻律师，都能获得作为律师的职业成长机会，认为自己是卓纬大家庭的一份子。”受访者对该所的工作满意度评价是97%，超过82%的人表示他们会“真心诚意”地向朋友推荐这家律所。

“资深律师和同事们都非常乐于助人。形成非常好的学习环境。” – 一名律师

CHANCE BRIDGE

CHANCE BRIDGE PARTNERS 卓纬律师事务所

GLOBAL LAW OFFICE

Global Law Office has a 96 percent job satisfaction rate, with nearly 72 percent putting themselves in the "extremely satisfied" category. An associate praises the "good team, clear track for promotion and flexibility." More than 71 percent of those surveyed say that their remuneration is above the market standard, and for nearly two-thirds, the salary structure and overall salary transparency at the firm is "excellent." Opportunities for training and professional development are appreciated by the respondents, as are opportunities to receive mentoring (93 percent). More than 70 percent find the path to partnership "very transparent" as well. With more than 85 percent of the lawyers finding the firm "very collaborative," and work-life balance being rated "excellent" by more than 71 percent – not to mention three-quarters considering themselves "extremely valued," it is plain to see why more than 85 percent of respondents "definitely" or "probably" see themselves in the same firm in five years' time.

"GOOD TEAM, CLEAR TRACK FOR PROMOTION AND FLEXIBILITY ARE THREE IMPORTANT ATTRIBUTES." – A senior associate

环球律师事务所

环球律师事务所的工作满意度评价为96%，其中近72%的人感到“极其满意”。一名律师赞扬“团队优秀，晋升渠道明确，工作灵活”。71%以上的受访者表示自己的薪酬高于市场标准，近三分之二的人认为该所的薪资结构和总体工资透明度“极好”。培训及职业发展机会和获得指导的机会（93%）都受到受访者的称赞。超过70%的人还认为晋升合伙人的途径“非常透明”。由于85%以上的律师认为该所“合作氛围非常好”，超过71%的人认为工作与生活的平衡“极佳”，更不必说有四分之三的人认为自己“极受重视”，显而易见为何超过85%的受访者认为自己今后5年内“肯定”或“很可能”留任。

“团队优秀，晋升渠道清晰，工作灵活，这是三个重要因素。” – 一名高级律师



GUANGDONG GUANGDA LAW FIRM

At Guangdong Guangda Law Firm, job satisfaction is at 93 percent; in the words of a counsel, it offers “more opportunities, a comfortable work environment and a good salary.” Remuneration is considered to be above the market standard for a solid majority, although salary structure and overall salary transparency at the firm is considered to be only “good” for more than half the respondents. More than 91 percent praise the opportunities for training and professional development with slightly more lauding the opportunities to receive mentoring in the firm. The path to partnership could be improved, though with nearly half calling it “somewhat transparent.” But more than 86 percent find their firm and their team very collaborative, and 77 percent appreciate the work-life balance. With job security at 92 percent, 89 percent “definitely” or “probably” see themselves in the firm in five years’ time, and 65 percent would recommend it “wholeheartedly.”

“MY FIRM OFFERS MORE OPPORTUNITIES, A COMFORTABLE WORK ENVIRONMENT AND A GOOD SALARY.” – A counsel

广东广大律师事务所

广东广大律师事务所的工作满意度为93%，按一名法律顾问的说法，该所提供了“更多的机会，舒适的工作环境，不错的薪水”。相当多数的人认为该所的薪资水平超过市场标准，但一半以上的受访者认为该所的薪资结构和总体工资透明度只能算“较好”。超过91%的受访者对该所的培训 and 职业发展机会表示赞赏，对获得所内指导的机会垂青更多一些。尽管近一半的受访者认为晋升合伙人的道路“还算透明”，此方面仍需改进。但86%以上的人认为该所和自己所在团队的合作氛围非常好，77%的人称赞工作与生活的平衡。工作安全感的评分为92%，89%的人认为自己今后5年内“肯定”或“很可能”会继续留在该所工作，而65%的人将会“真心诚意”地推荐该所。

“我们所提供更多的机会，舒适的工作环境和不错的薪水。” 一名法律顾问



广大律师事务所
GUANGDA LAW FIRM

CHANCE BRIDGE

CHANCE BRIDGE PARTNERS 卓纬律师事务所

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卓纬律师事务所是一家实行公司化管理、致力于为客户提供全面法律服务的精品律师事务所，总部位于北京——中国的政治中心和最大的法律服务市场。

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HAN KUN LAW OFFICES

One of only two law firms in the survey to hit a 100 percent job satisfaction rate (although from a slightly smaller pool compared to some of the other firms), it also pays well, with 92 percent considering their salary to be above the market standard. "The people in our firm are all very nice and the management is very helpful and proactive," says a senior associate. Opportunities for training or professional development are rated as "very good" by nearly 60 percent, and the path to partnership is considered "very transparent" by about that number. More than 90 percent think of their firm and team as "very collaborative", although the knowledge management or IT support could be improved, as could work-life balance. With about three-quarters considering themselves "extremely valued" at the firm, and job security high, 93 percent "definitely" or "probably" see themselves in the firm in five years' time.

"THE PEOPLE IN OUR FIRM ARE ALL VERY NICE AND THE MANAGEMENT IS VERY HELPFUL AND PROACTIVE." A senior associate



漢坤律師事務所
HAN KUN LAW OFFICES

汉坤律师事务所

在此次调查中，汉坤律师事务所是仅有的获得100%工作满意度评价的两家律所之一（虽然与其他一些律所相比，其受访员工的人数略少），而且该所提供的薪酬也不错，92%的人认为自己的薪水高于市场标准。一名高级律师表示，“我们所的人都非常友好，管理层非常给力，积极”。近60%的受访者认为培训或职业发展的机会“非常好”，也有60%左右的人认为晋升至合伙人的路径“非常透明”。超过90%的人认为该所和自己所在团队的“合作氛围非常好”，但该所的知识管理或IT支持以及工作与生活平衡度可以更上一层楼。约四分之三的人认为自己在律所“极受重视”，工作安全感高，93%的人认为自己今后5年内“肯定”或“很可能”会继续在该所工作。

“我们所的人都非常友好，管理层非常给力，积极”。一名高级律师

HENGDU LAW OFFICES

Hengdu Law Offices has "a very sophisticated operation and remuneration system, which motivates employees to participate in their work with all their heart," says managing partner Jiang Fengtao. "What Hengdu has been offering is not only a job, but also a way to create a bright future." Jiang adds: "Hengdu encourages each employee to develop his own features and expertise, cares about the employees' needs, offers guidance for their career development and helps them to pursue social value."

With a job satisfaction rate of 97 percent, including 73 percent who place themselves in the "extremely satisfied" category, this is a firm of happy lawyers. "Good working environment, sufficient pay and great teamwork," says an associate. "This firm is good for my career." Remuneration is considered to be above the market standard for 77 percent, and 90 percent praise the opportunities for training for professional development. And 59 percent "definitely" see themselves in the same firm in five years' time.

"GOOD WORKING ENVIRONMENT, SUFFICIENT PAY AND GREAT TEAMWORK. THIS FIRM IS GOOD FOR MY CAREER."

– An associate

北京恒都律师事务所

北京恒都律师事务所的管理合伙人江锋涛律师表示，该所拥有“非常成熟的经营和薪酬体系，能激励员工全身心地投入工作”。“恒都一直以来提供的不仅仅是一份工作，同时还有一条创造光明未来的道路。”江律师还表示：“恒都鼓励每位员工发展自己的特色和专长，关心员工的需求，为他们提供职业发展指导，帮助他们实现社会价值。”

由于工作满意度评价得分是97%，包括73%的人认为自己“极其满意”，这是一家由快乐的律师组成的律所。一名律师表示，“良好的工作环境，充足的薪水，以及很棒的团队合作，这家律所有利于我的职业发展。”77%的人认为薪酬高于市场标准，90%的人称赞该所提供的职业发展培训机会。还有59%的人认为自己今后5年内“一定”会留在这家律所工作。

“良好的工作环境，充足的薪水，以及很棒的团队合作，这家律所有利于我的职业发展。”一名律师



HENGDU
LAW
OFFICES

恒都律師事務所

JILIN GONGCHENG LAW FIRM

More than 94 percent of respondents from JiLin Gongcheng Law Firm profess to be satisfied with their jobs, and there are a variety of reasons for that. "Competitive salaries for the region, an impressive promotion system, and flexible, employee-friendly working hours are what I find most attractive," says a senior associate. Remuneration is considered to above the market standard by close to two-thirds of respondents, and nearly 93 percent consider the salary structure and overall salary transparency at the firm either "good" or "excellent." More than 82 percent of the lawyers from the firm consider the opportunities for training or professional development as "good" or "very good," and two-thirds perceive the path to partnership as "very transparent." With about 70 considering themselves "extremely valued" at the firm, and 64 percent considering their jobs "extremely secure," 93 percent "definitely" or "probably" see themselves in the firm in five years' time.



"COMPETITIVE SALARIES FOR THE REGION, AN IMPRESSIVE PROMOTION SYSTEM, AND FLEXIBLE, EMPLOYEE-FRIENDLY WORKING HOURS ARE WHAT I FIND MOST ATTRACTIVE." – A senior associate

吉林功承律師事務所
JILIN GONGCHENG LAW FIRM

吉林功承律師事務所

吉林功承律師事務所超過94%的受訪者對自己的工作感到滿意，理由多種多樣。一名高級律師表示，“在該地區有競爭力的薪資水平，完善的晉升體系，對員工友好的靈活工作時間，都是我認為最有吸引力的地方”。近三分之二的受訪者認為功承的薪酬超過市場標準，近93%的人認為該所的薪資結構和總體工資透明度“好”或“極好”。該所82%以上的律師認為該所的培训或職業發展機會“好”或“很好”，三分之二的人認為晉升合伙人的道路“非常透明”。約70%的人認為自己在律所“極受重視”，64%的人認為自己的工作“極有保障”，而93%的人認為自己今後5年內“肯定”或“很可能”會繼續留在該所。

“在該地區有競爭力的薪資水平，完善的晉升體系，對員工友好的靈活工作時間，都是我認為最有吸引力的地方。”一名高級律師



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We are the first Chinese law firm. Our history dates back to 1979, when we became the first law firm in the PRC.

We are a leading Chinese law firm. We have long been recognized by both international and domestic league tables and legal institutions as an elite Chinese law firm, including *The Legal 500*, *Chambers and Partners*, *Asian Legal Business*, etc.

We are one of the largest Chinese law firms. We have more than 240 lawyers practicing in Beijing, Shanghai and Shenzhen offices, most of whom have gained qualifications and hands-on experience in law schools and firms throughout Asia, North America, Europe and Australia.

We provide premium and one-stop services. We are proud of our ability to deliver exceptionally high-quality, 'one-stop' services across a diverse set of practice areas for a comprehensive range of industries and sectors.

We are creative. Our record of legal innovation is unique in the PRC. Our expertise has helped set the agenda for change through precedents involving many of the country's 'firsts'.

We provide solutions. We bring our clients the legal and cultural understanding and insight needed for long-term success in the PRC, and legal viable, commercially amicable and acceptable solutions to clients' each matter.

JUNHE

Job satisfaction is at 98 percent at JunHe, although interestingly only about a third consider themselves “extremely satisfied,” which suggests there is some room for improvement. Nevertheless, as in the words of a partner it is a “wonderful law firm providing excellent opportunities for lawyers to grow.” Remuneration is considered to above the market standard by two-thirds of respondents, and more than 96 percent consider the salary structure and overall salary transparency at the firm either “good” or “excellent.” Opportunities for training and professional development, as well as opportunities for mentoring within the firm are praised by more than 80 percent of the respondents. More than 92 percent think of their firm and team as “very collaborative” as well, although the work-life balance is “very good” for only about half the respondents. But with about 73 percent considering themselves “extremely valued” at the firm, and job security at 65 percent it is no surprise that 71 percent “wholeheartedly” recommend it to a friend.

“A WONDERFUL LAW FIRM PROVIDING EXCELLENT OPPORTUNITIES FOR LAWYERS TO GROW.” – A partner

君合律师事务所

君合律师事务所的员工工作满意度达到98%，但有意思的是只有三分之一左右的人感到“非常满意”，这表明仍有改善空间。尽管如此，正如一名合伙人所言，君合是一家“很棒的律所，提供绝佳的机会供律师成长”。三分之二的受访者认为君合的薪酬超过市场标准，逾96%的人认为该所的薪资结构和总体工资透明度“好”或“极好”。培训和职业发展的机会以及律所内部指导机会获得80%以上受访者的称赞。超过92%的人还认为该所和自己所在的团队“合作氛围非常好”，但只有约一半的受访者认为工作与生活的平衡度“非常好”。不过约73%的人认为自己在律所“极受重视”，工作安全感得分为65%，因此有71%的人愿意“真心诚意”地向朋友推荐君合也就不令人意外了。

“一家很棒的律所，提供绝佳的机会供律师成长。” – 一名合伙人

君 JUNHE | 君合律师事务所**SOLTON & PARTNERS**

At Solton & Partners, almost 92 percent consider themselves satisfied with their jobs. “The work environment is very good, my colleagues are likely my friends, and the partners are very hands-on,” says an associate. “Overall, it provides a good platform.” More than 74 percent of those surveyed say that their remuneration is above the market standard, and for nearly 68 percent the salary structure and overall salary transparency at the firm is “excellent.” Opportunities for training and professional development are appreciated by the respondents, as are opportunities to receive mentoring (88 percent each). The path to partnership could be improved, though, with about 55 percent calling it “somewhat transparent.” But more than 92 percent find their firm and their team very collaborative, and more than three-quarters appreciate the work-life balance. With 61 percent considering their jobs “very secure,” 87 percent “definitely” or “probably” see themselves in the firm in five years’ time, and nearly 70 percent would recommend it “wholeheartedly.”

“THE WORK ENVIRONMENT IS VERY GOOD, MY COLLEAGUES ARE LIKE MY FRIENDS, AND THE PARTNERS ARE VERY HANDS-ON. OVERALL, IT PROVIDES A GOOD PLATFORM.” – An associate

重庆索通律师事务所

在重庆索通律师事务所，约92%的人认为自己对工作感到满意。一名律师表示，“工作环境非常好，我的同事们就像朋友一样，合伙人非常亲力亲为。总体而言，它提供了一个不错的平台。”74%以上的受访者表示自己的薪酬高于市场标准，近68%的人认为该所的薪资结构和总体工资透明度“极好”。培训及职业发展机会和获得指导的机会（88%）受到受访者的称赞。但晋升合伙人的道路可以有所改善，约55%的人认为这一道路“还算透明”。不过92%以上的人认为该所和自己所在的团队合作氛围非常好，超过四分之三的人称赞工作与生活的平衡。61%的人认为自己的工作“极有保障”，87%的人认为自己今后5年内“肯定”或“很可能”会继续留在该所工作，近70%的人将会“真心诚意”地推荐该律所。

“工作环境非常好，我的同事们就像朋友一样，合伙人非常亲力亲为。总体而言，它提供了一个不错的平台。” – 一名律师

SUNSHINE LAW FIRM

The second of the two law firms to hit a 100 percent job satisfaction rate, Sunshine Law Firm is where, according to a counsel, "the senior lawyers and the team's dedication create a great atmosphere." Remuneration is considered to be above the market standard by about 70 percent of respondents, and nearly 94 percent consider the salary structure and overall salary transparency at the firm either "good" or "excellent." More than 82 percent of the lawyers from the firm consider the opportunities for training or professional development as "good" or "very good," and two-thirds perceive the path to partnership as "very transparent." More than 94 percent think of their firm and team as "very collaborative," although the work-life balance is "very good" for only about 53 percent of the respondents. With 59 percent considering their jobs "very secure," 91 percent "definitely" or "probably" see themselves in the firm in five years' time, and nearly 70 percent would recommend it "wholeheartedly."

"THE SENIOR LAWYERS AND THE TEAM'S DEDICATION CREATE A GREAT ATMOSPHERE." – A counsel

阳光时代律师事务所

第二家在工作满意度方面获得100%评分的律所就是阳光时代律师事务所，按一名法律顾问的说法，“高级律师们和团队尽责的态度创造了极佳的氛围。”约70%的受访者认为阳光时代的薪酬高于市场标准，近94%的人认为该所的薪资结构和总体工资透明度“好”或“极好”。该所82%以上的律师认为培训或职业发展机会“好”或“很好”，三分之二的人认为晋升到合伙人的道路“非常透明”。超过94%的人认为该所和自己所在的团队“合作氛围非常好”，但只有约53%的受访者认为工作与生活的平衡度“非常好”。59%的人认为自己的工作“极有保障”，91%的人认为自己今后5年内“肯定”或“很可能”会继续留在该所工作，近70%的人会“真心诚意”地推荐该律所。

“高级律师们和团队尽责的态度创造了极佳的氛围。” 一名法律顾问



Guangda Law Firm www.gdlawyer.com

- Leading law firms in South China.
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- Highly capable of offering nation-wide legal services to our clients.
- Offering a full range of legal services to corporate and private clients.
- Committed to providing quality, efficient, and customized legal service in coordinated efforts to assist our clients in realizing their business objectives.
- Awarded "Best Guangzhou Law Firm" continuously by various prestigious journals.

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- *Banking and Finance
- *International Trade and Investment
- *Intellectual Property and IT
- *Corporate and Commercial
- *Criminal Litigations

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- 中国华南地区领先大型律师事务所。
- 广大总部设于广州，并在北京、上海和深圳设有分支机构。
- 我们提供的法律服务覆盖中国重要经济发展区域及各大主要城市。
- 为公司和私人客户提供全方位的法律服务。
- 我们始终如一为客户提供优质、高效和定制的法律服务，帮助我们客户实现他们的目标。
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- *知识产权
- *公司商业
- *刑事诉讼业务



The Top Five International Firms 前5大国际律师事务所

Baker & McKenzie

"FRIENDLY WORKING ENVIRONMENT AND GOOD PLATFORM FOR CAREER DEVELOPMENT." – A counsel

BAKER & MCKENZIE

CLEARY
GOTTLIEB

Cleary Gottlieb Steen & Hamilton

"TRUSTED AND RESPECTED COLLEAGUES, COLLEGIAL ATMOSPHERE, INTERESTING WORK." – An associate

CLIFFORD
CHANCE

Clifford Chance

"THE FIRM'S ORGANISATION IS EXTREMELY COLLABORATIVE, AND ALL STAFF ARE EXTREMELY HELPFUL." – A senior associate

CLYDE & CO

Clyde & Co

"INTERESTING WORK IN A SUPPORTIVE AND FRIENDLY ENVIRONMENT." – A counsel

Skadden

Skadden, Arps, Slate, Meagher & Flom

"I LIKE THE PEOPLE AND WORK ENVIRONMENT." – An associate

重庆索通律师事务所

"工作环境非常好，我的同事们就像朋友一样，合伙人非常亲力亲为。总体而言，它提供了一个不错的平台。" – 一名律师

佳利律师事务所

"值得信赖和尊重的同事，合作的氛围，有趣的工作。" – 一名律师

高伟绅律师事务所

"律所的组织极其具有合作精神，所有员工都非常愿意帮助他人。" – 一名高级律师

其礼律师事务所

"在支持、友好的环境里从事有趣的工作。" – 一名法律顾问

美国世达律师事务所

"我喜欢这里的人和工作环境。" – 一名律师

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