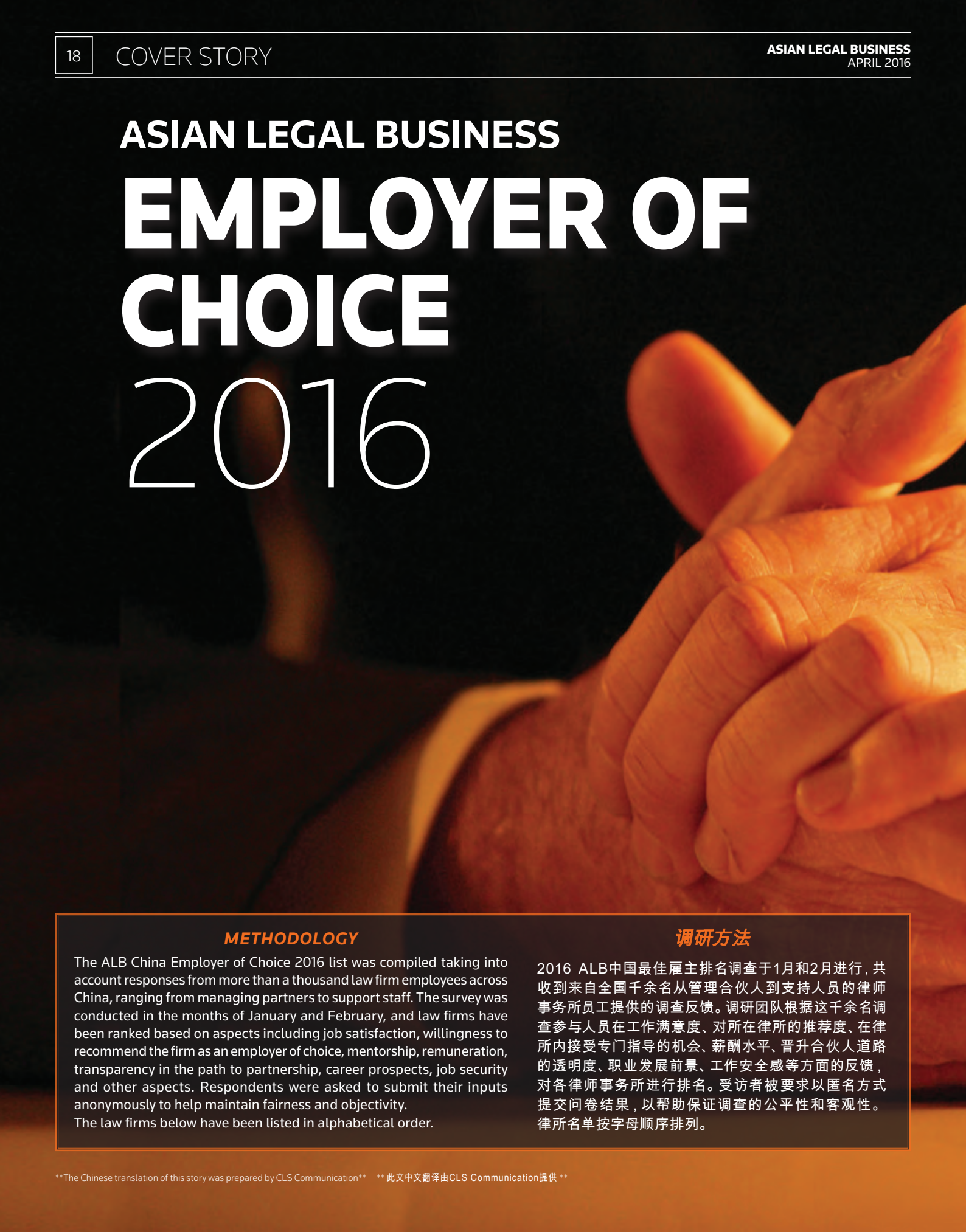


# ASIAN LEGAL BUSINESS EMPLOYER OF CHOICE 2016



## METHODOLOGY

The ALB China Employer of Choice 2016 list was compiled taking into account responses from more than a thousand law firm employees across China, ranging from managing partners to support staff. The survey was conducted in the months of January and February, and law firms have been ranked based on aspects including job satisfaction, willingness to recommend the firm as an employer of choice, mentorship, remuneration, transparency in the path to partnership, career prospects, job security and other aspects. Respondents were asked to submit their inputs anonymously to help maintain fairness and objectivity.

The law firms below have been listed in alphabetical order.

## 调研方法

2016 ALB中国最佳雇主排名调查于1月和2月进行，共收到来自全国千余名从管理合伙人到支持人员的律师事务所律师员工提供的调查反馈。调研团队根据这千余名调查参与人员在工作满意度、对所在律所的推荐度、在律所内接受专门指导的机会、薪酬水平、晋升合伙人道路的透明度、职业发展前景、工作安全感等方面的反馈，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。

# 2016 ALB 中国最佳雇主

## THE WINNERS 获胜者

- 1 AllBright Law Offices 锦天城律师事务所
- 2 AnJie Law Firm 安杰律师事务所
- 3 DaHui Lawyers 达辉律师事务所
- 4 Guangdong Grand& holders Law Firm  
广东广悦鸿鼎律师事务所
- 5 Han Kun Law Offices 汉坤律师事务所
- 6 Jilin Gongcheng Law Firm 吉林功承律师事务所
- 7 Junhe LLP 君合律师事务所
- 8 Solton & Partners 索通律师事务所
- 9 Yingke Law Firm 盈科律师事务所
- 10 Zhong Lun Law Firm 中伦律师事务所

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### International Law Firm

- 1 Clyde & Co
- 2 CMS, China
- 3 Greenberg Traurig
- 4 Linklaters
- 5 Paul Hastings



## THE WINNERS 获胜者



### ALLBRIGHT LAW OFFICES

At Allbright Law Offices, respondents demonstrate a job satisfaction rate of 95 percent, of which nearly 70 percent are “very satisfied”. One senior associate observes that the firm provides a broad platform and numerous learning opportunities for its lawyers. “Everyone works very hard and enjoys a harmonious relationship with one another,” he says. Ninety-eight percent of its employees see good training opportunities and career development opportunities at the firm, of which 20 percent rate such opportunities as “excellent”. “We have weekly learning sessions and experts and scholars are often invited to give lectures and training,” says an associate. Eighty-five percent of the employees feel they have the opportunity to receive mentoring at the firm while 92 percent laud good team spirit and sound internal cooperation. More than 93 percent of the respondents see themselves in the same firm in five years’ time, with nearly half of them “definitely” seeing themselves doing so. Remuneration is considered to be above the market standard by more than 50 percent of the respondents.

**ALLBRIGHT LAW OFFICES HAS BEEN NAMED BY ALB AS ONE OF CHINA'S BEST LAW FIRMS TO WORK FOR ON MULTIPLE OCCASIONS THROUGHOUT THE YEARS.**

### 上海市锦天城律师事务所

上海市锦天城律师事务所的员工满意度为95%，其中有近70%的人对工作感到“极其满意”。一名资深律师赞扬该律所为律师们提供了广阔的平台和很多的学习机会，他说：“人人都很努力，同事间关系融洽。”该所98%的员工认为培训机会和职业发展机会好，其中有两成表示非常好。在该所工作的一位律师说：“每周都有学习会，常会邀请专家学者来开讲座、培训。”调查中，85%的员工认为在该律所可以接收到专门指导的机会，还有92%的人表示该所的团队合作精神好，内部合作较完善。有超过93%的人表示未来五年会继续在该所工作，其中，近半数表示很肯定会继续在此工作。受访者中有超过50%的人认为上海市锦天城律师事务所的工资待遇高于市场标准。

**在ALB历年的中国最佳雇主的名单上，锦天城律师事务所多次榜上有名。**



### ANJIE LAW FIRM

Job satisfaction at Anjie Law Firm stands at 96 percent. According to a staff attorney, the atmosphere at the firm is one that fosters a sense of belonging and identity. The firm also has a solid training system and a tightly knit and collaborative team. Many consider its remuneration to be above the market standard, although approximately half of the respondents see their remuneration to be only on par with the market level. More than 94 percent of the respondents express appreciation for the training and career development opportunities available and laud the firm for its training and mentoring. “The firm frequently conducts various kinds of training which can help broaden our relevant expertise,” says one support staff. Nearly half of the respondents find the path to partnership “somewhat transparent” with room for improvement. Eighty-four percent see work-life balance and more than 95 percent consider themselves valued in their work. Seventy percent say they will “wholeheartedly” recommend the firm.

**“THE FIRM IS HIGHLY EFFICIENT AND THE PARTNERS SINCERELY SEEK THE ADVICE OF FELLOW ASSOCIATES.” – A counsel**

### 安杰律师事务所

安杰律师事务所的员工工作满意度高达96%，按一名专职律师的说法，该所提供了具有归属感和认同感的氛围，有培训制度，紧密合作的团队。相当多数的人认为该所的薪资水平超过市场标准，但也有一半左右的受访者认为该所的薪资水平只是正好达到市场水平。超过94%的受访者对该所的培训 and 职业发展机会表示赞赏，垂青其提供的培训和指导的机会。一位支持人员说：“经常举行各种培训，可以拓展相关的专业知识。”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。调查显示，84%的人认为在这所律所工作可以同时平衡生活，员工工作受重视感达95%以上。而70%的人将会“真心诚意”地推荐该所。

**一名法律顾问说：“事务所办事效率较高，合伙人诚恳地向律师征求意见”。**

# AllBright Law Offices

Established in 1999 始创于 1999年

- Managing Partner: Wu Mingde
- Number of partners: 375
- Number of associates: 1320
- 管理合伙人: 吴明德
- 现有合伙人: 375
- 现有律师: 1320



ALLBRIGHT  
LAW OFFICES

锦天城

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Shanghai 200120, China  
Tel: +86-21-20511000 Fax: +86-21-20511999

## 锦天城律师事务所

**Firm Overview:** We are one of the leading full-service Chinese law firms in the People's Republic of China ("PRC"). We provide a comprehensive range of legal solutions and services to both domestic and international clients from our offices in Shanghai, and our additional offices in Beijing, Chengdu, Chongqing, Hangzhou, Hong Kong, Nanjing, Qingdao, Shenzhen, Suzhou, Taiyuan, Xiamen, Tianjin, Jinan, Hefei. While size is only one of many indicators of the success and resourcefulness of

a law firm, since the creation of our firm via a merger of three firms with a common vision we have been leading in this respect among our peers in China, and we are now one of the largest in Asia. Through cooperation, teamwork, and a dedication to excellence, we are committed to providing practical solutions for our clients with respect to both litigation and transactional matters. We have currently more than 1300 registered lawyers (including 375 partners and senior international

consultants), many of whom hold advanced doctoral degrees. Many of our lawyers are admitted in international jurisdictions such as various states in the United States, in England and Wales, Australia, in France and in Japan, and are fluent in English, Japanese, French, German, Korean and other major languages. Partners and counsels in our partner Hong Kong law firm are similarly highly qualified.

## ANJIE LAW FIRM 安杰律师事务所

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### 管理合伙人: 詹昊博士 (Dr. Zhan Hao)

安杰律师事务所(以下简称“安杰”)是一家综合性律师事务所,致力于为国内外客户提供高质量的服务。凭借深厚的专业知识及卓越的成就,安杰在各个领域多次获得相关的荣誉,并荣膺2016年钱伯斯推荐的中国保险事务所及中国反垄断事务所;同时,安杰也成为知识产权、争议解决领域受到关注的事务所。安杰专家律师在钱伯斯的五个领域上榜,并拥有五位中国国际贸易仲裁委员会仲裁员。

AnJie Law Firm is a full-service firm committed to providing high quality services to international and domestic clients. Thanks to profound expertise and outstanding achievements, AnJie Law Firm has won recognition and high marks from clients and peers. AnJie was ranked recommended Insurance (PRC Firms) and Competition/Antitrust (PRC Firms) with outstanding expertise in the latest released Chambers and Partners 2016 Asia-Pacific Guide, meanwhile, it has attracted more and more attention in the fields of dispute resolution and intellectual property. AnJie partners were ranked in Chambers and Partners' five practice areas and five of them are CIETAC arbitrators.



### 主要业务领域: / Main Practice Area:

竞争法与反垄断

Antitrust/Competition

诉讼与仲裁

Litigation & Arbitration

银行与融资

Banking & Finance

并购

Merger & Acquisition

知识产权

Intellectual Property

保险与再保险

Insurance & Reinsurance

私募股权与风险资本

Private Equity & Venture Capital



## THE WINNERS 获胜者

### DAHUI LAWYERS

At DaHui Lawyers, the job satisfaction rate is at 96 percent, with 62 percent of the respondents saying they are highly satisfied. According to one senior associate, the firm offers “good professional skills training, and the partners and colleagues are friendly and amicable”. Remuneration is considered to be higher than the market standard by 52 percent of the respondents. “The remuneration of our young lawyers is far higher than the market average and it is also high among well-known first-tier law firms in the country,” says one partner. Nearly 90 percent of the respondents appreciate the excellent atmosphere at the firm. “We have adopted the corporate system, and because we have a relatively small number of partners who have different areas of specialisation, communication between us is very smooth,” said a partner. However, 60 percent feel transparency in the path to partnership is “average”. Some associates feel the firm should move up a notch in terms of IT support and knowledge management. Existing data indicate that 86 percent of its employees would recommend the firm “wholeheartedly” as an employer of choice.

“THE TYPES OF CASES WE HANDLE HERE ARE NOVEL AND VARIED. THE MANAGEMENT IS MODERN AND WE ENJOY GOOD TEAMWORK.” – An associate

### 达辉律师事务所

在此次调查中，达辉律师事务所获得了工作满意度为96%，而且有62%的人认为非常满意，一位资深律师表示：“在这里能够得到职业能力的良好训练，合伙人及同事为人和善友好。”在薪酬方面，有52%的人认为自己的薪水高于市场标准。一名合伙人表示：“我们这里年轻律师的薪酬要远高于市场的平均水平，在国内第一梯队的知名律所中应该也属较高者。近90%的人表示达辉的氛围非常好，一位合伙人说：“达辉是公司制的律所，并且目前合伙人数量相对不多，各自专长业务领域不同，因此，相互配合沟通很通畅。”但也有60%的受调查者表示，晋升至合伙人的路径“透明度一般”。有在该所工作的律师提出公司的IT支持、知识管理方面可以再上一个台阶。现有的数据表示，86%的在此工作的员工衷心推荐自家的雇主。

一名律师表示：“在这里，案件类型新颖丰富，管理现代，团队合作良好。”



# A DYNAMIC LAW FIRM FOR A DYNAMIC WORLD.

**DaHui Lawyers** is committed to practicing law at the highest international standards by providing innovative and practical legal solutions to PRC and international clients across a broad range of industries and legal environments. Operating from our two offices in Beijing and Shanghai, we are counselors, strategists and advocates for China's leading companies and the world's leading companies in China.



[www.DaHuiLawyers.com](http://www.DaHuiLawyers.com)



## 获胜者 THE WINNERS

### GUANGDONG GRAND & HOLDERS LAW FIRM

Job satisfaction at Guangdong Grand & Holders Law Firm is at 100 percent, and employees offer varied reasons for this. A recently graduated paralegal shares, "Every day is very enriching for me at this firm. Being new to the workforce, I am learning many things that I did not learn in school!" One support staff says, "There is a clear reward and punishment system in the firm. We have quarterly bonuses and enjoy a good working atmosphere and camaraderie." More than two-thirds of the respondents consider remuneration at the firm to be higher than the market standard, and 99 percent rate the firm's salary structure and overall salary transparency as good. "We have position grading and corresponding evaluations, and salary transparency is good," shares a support staff. Another support staff points out that "each salary item comes with specific enumeration and description." Ninety-eight percent say the firm is very people-oriented and allows for work-life balance.

"OUR REMUNERATION IS PEGGED TO COMPETENCE. THERE IS A GOOD TRAINING SYSTEM IN PLACE AND WE EVEN HAVE ACCESS TO A GAMES ROOM AND A READING ROOM." – A senior associate

### 广东广悦鸿鼎律师事务所

在此次调查中，广东广悦鸿鼎律师事务所获得了100%工作满意度评价，理由多种多样。一名毕业不久的律师助理表示：“因为这份工作让我觉得每天过的很充实，对于刚踏入社会的我来说，学到了很多学校里学不到的知识！”一位律所的支持人员说：“这里赏罚分明，每一季度都有奖励，工作氛围好，同事之间互助友爱”。有超过三分之二的受访者认为广东广悦鸿鼎律所的薪酬超过市场标准，99%受访人员认为这家律所的薪资结构和整体工资透明度不错，一位支持人员表示：“设立岗位级别和对应考核，薪资透明度较好。”另一位支持人员也表示：“工资的每一项都有具体的列举和说明。”98%的人员表示律所非常人性化，在这家律所的工作可以达到生活上的平衡。

一位资深律师表示：“薪水与能力挂钩，培训机制好，这里还有游戏室与阅览室。”



廣東廣悅鴻鼎律師事務所  
GUANGDONG GRAND & HOLDERS LAW FIRM

GUANGDONG GRAND & HOLDERS LAW FIRM

THOMSON REUTERS

ASIAN LEGAL BUSINESS

CHINA

EMPLOYER OF CHOICE

— 2016 —

廣東廣悅鴻鼎律師事務所

只做复杂商事案件  
*We can! We win!*

GUANGDONG GRAND & HOLDERS LAW FIRM

## THE WINNERS 获胜者

### HAN KUN LAW OFFICES

Han Kun Law Offices is another firm that got a 100 percent job satisfaction rate, with more than half of the respondents saying they are “highly satisfied”. “The firm is in the forefront of the market in terms of business, office atmosphere and remuneration,” says one associate. Remuneration is considered to be higher than the market standard by 95 percent of its staff, with more than half of the respondents rating it as far exceeding the market standard. The staff is highly appreciative of the firm’s atmosphere, with 92 percent stating that they are very satisfied. “This is a very good platform. Everyone works very hard and is also happy to share his or her experience and knowledge,” says an associate. “This is a place where your talent can be put to play.” Almost all of the respondents feel a strong sense of job security, but 20 percent consider transparency in the path to partnership as average. Eighty percent say they would wholeheartedly recommend the firm.



“I CHERISH HOW MUCH I AM VALUED AT THIS FIRM AND THE REMUNERATION IS GOOD AS WELL,” says one senior associate.

漢坤律師事務所  
HAN KUN LAW OFFICES

### 汉坤律师事务所

汉坤律师事务所是获得满意度100%的另一家律所，并且有半数以上的调查者也表示非常满意。一名律师说：“律所无论从业务水平、办公室氛围还是薪酬水平，都处于市场前列。”在薪资待遇这一方面，汉坤律所的95%的成员认为薪酬高于市场标准，其中有超过一半的人认为大大高于市场标准。对于汉坤的员工来讲，他们十分青睐这里的氛围，有92%的工作人员对这家律所的氛围感到非常满意，一位律师说：“这是一个非常好的平台，同事们都很努力，同时也乐于分享他们的经验和心得，在这里可以施展自己的才华。”几乎100%的受访者表示在这家律所工作很有安全感，保障度好。但有20%的工作人员表示公司中升职到合伙人的晋升路径透明度一般。80%的律所工作人员表示衷心推荐这家律所。

一位资深律师说：“我很珍惜我在这家律所的受重视程度，薪水也很不错。”

### JILIN GONGCHENG LAW FIRM

At Jilin Gongcheng Law Firm, job satisfaction is 91 percent and nearly all of the respondents consider remuneration at the firm to be higher than the market standard. More than two-thirds of the firm’s staff view its salary structure and overall salary transparency as reasonable. “We have a scientific and reasonable evaluation system and fair consideration and promotion methods, ensuring that lawyers at all levels receive fair reward in their respective positions,” says one partner. However, some of the firm’s support personnel say that although remuneration offered by the firm is considered high among similar law firms, it is slightly low compared to other industries. Some also feel that the firm should improve its IT strategy. More than 90 percent of the firm’s staff think that the firm has a very good training system. According to an associate, “professional training, skills training and training for the enhancement of staff caliber are conducted once a week on average”. Ninety-five percent say they would recommend the firm wholeheartedly and 86 percent feel a sense of job security.

“THE ATMOSPHERE HERE IS GOOD AND I AM MAKING PROGRESS EVERY DAY.” – An intern



吉林功承律師事務所  
JILIN GONGCHENG LAW FIRM

### 吉林功承律师事务所

在此次调查中，91%的工作人员对吉林功承律师事务所表示满意，其中近乎100%的受访者认为律所提供的薪资高于市场标准。同样，在薪资结构和薪资透明度方面，该所有超过三分之二的工作人员也认为是合理的。该公司的一位合伙人表示：“科学合理的考评机制和公平对价机制以及晋升机制，让每一个级别的律师在各自岗位上均获得公平的回报。”但是，一些支持人员表示薪资在同类律所中算高，但是在其他行业中显得略低。也有人认为律所在加大IT方面应再上一个台阶。在培训机制方面，90%以上的员工认为该所做得非常好，一名律师说到：“专业培训、技能培训和素质提升等的培训平均每周一次。”有95%的员工衷心推荐这家律所。86%的人员认为在这里工作是有安全感，受保障的。

一名该所的实习生说：“这里氛围好，我每天都在进步。”

## 获胜者 THE WINNERS

### JUNHE LLP

Job satisfaction at JunHe LLP is 91 percent. "We have a great atmosphere here and we come across various types of projects. Client quality is high and our projects are very challenging. Our remuneration commands a certain degree of competitiveness in the industry," says an associate. On the other hand, some respondents feel there is room for improvement in terms of IT support and salary transparency. Eighty-three percent of the respondents feel a sense of job security and 87 percent are satisfied with the atmosphere at the firm. An associate points out that the firm has good benefits, superiors who care about their subordinates and a harmonious relationship between co-workers. Another senior associate says that working hours are flexible at JunHe and the harmonious atmosphere and team stability are conducive for professional growth. Ninety percent of the staff consider remuneration at the firm to be higher than the market standard. More than 87 percent of the respondents say they will recommend the firm, with more than half of them doing so "wholeheartedly".

### 君合律师事务所

在君合律师事务所，受访者的工作满意程度达到了91%，一位律师说：“君合的氛围很好，可接触多种类型的项目，客户的质量很高，项目很有挑战性，薪酬待遇在业内具有一定竞争力。”但也有该所的工作人员表示希望在IT支持、薪资透明度方面律所可以有更进一步地提高。有83%的律所工作者认为在这里工作是受到保障的，有87%的受访者对君合的氛围表示满意，一名律师说到：“客户群规模大，素质高，员工福利好，领导对下属十分关心，同事关系融洽。”另一位资深律师认为君合的工作时间自由，氛围和谐，团队稳定，适合成长。有90%的该所工作者表示君合律师事务所提供的薪水高于市场标准，也有超过87%的受访者表示会推荐这家律所，其中超过半数的人对这家律所表示衷心推荐。

## 君 JUNHE | 君合律师事务所

### SOLTON & PARTNERS

Solton & Partners has a 98 percent rating, doing particularly well in terms of firm atmosphere, where nearly 100 percent of the respondents give it the thumbs up. "The staff is generally young, which makes communication relatively smooth," says one paralegal. "The firm has adopted the corporate system and there is a great sense of teamwork." He adds that although the partners have higher requirements in terms of the caliber of their associates and paralegals, they are generally approachable. Ninety-five percent of the respondents consider the firm's remuneration to be either on par with or higher than the market standard. The firm's employees view its salary transparency and incentives as good, with more than half of them rating these as "very good". "It is a fair system in which the more you sow, the more you reap," says one associate. More than 90 percent say that the firm has a good training system. "The firm would send its outstanding young lawyers to other professional institutions for training." Eighty-nine percent of the respondents would recommend the firm wholeheartedly. Some employees observe that the office environment, inter-department activities and efforts at media publicity could be improved.

"WE HAVE INTERNAL TRAINING AND PRACTICAL EXERCISES ON A WEEKLY BASIS," says one senior associate.

### 索通律师事务所

索通律师事务所的好评高达98%，尤其在氛围方面，索通获得了近乎100%的好评，一位律师助理说：“律所的同事普遍比较年轻，沟通比较顺畅；公司制的律所，团队合作意识比较好。”他说虽然合伙人对一般律师和律师助理的专业素质要求高，但普遍都比较平易近人。在调查中，有95%的工作人员表示这里的工资高于市场标准或者正好达到市场标准，在工资透明度和激励机制方面，索通律所的员工们认为雇主做得很好，其中有半数以上的人认为律所做得非常好，一位索通的律师说：“多劳多得，很公平。”也有超过90%的人员表示这里的培训机制不错，有89%的律所员工衷心推荐这家律所。也有员工对雇主提出了希望办公环境，增加部门间的活动、提供律所媒体宣传等方面可以有更多地改进。

一位资深律师说：“每周律所都有内部培训，进行实战演练，律所会把优秀青年律师送到其他专业机构培训。”



## THE WINNERS 获胜者

### YINGKE LAW FIRM

Save for a handful of employees who did not indicate their job satisfaction in the survey, job satisfaction rate is also 100 percent at Yingke Law Firm, with more than 70 percent of the respondents saying they are “highly satisfied”. “My interest lies in legal work to begin with and the working environment and atmosphere here are very good,” says an apprentice lawyer. “I have been assigned to a very good mentor.” Nearly 85 percent of the respondents consider the firm’s remuneration to be higher than the market standard, with more than a third rating it as far exceeding the market standard. “Our salaries are slightly higher compared to our peers in the industry, and the firm offers good benefits,” says an executive. He also speaks of the clear salary structure. A support staff observes that the firm’s management is very people-oriented. “There are special documents explaining our promotion paths and career guidance is offered as well.” Some employees also gave innovative suggestions in the survey, such as counseling services to help ease the pressure that lawyers face. Ninety-eight percent of the respondents indicate that they would recommend the firm wholeheartedly.

“THERE ARE DIVERSE PATHS TO PROMOTIONS AND WE CAN CONSTANTLY LEARN AND IMPROVE OURSELVES AT THIS FIRM,” says one counsel.



盈科律师事务所  
YINGKE LAW FIRM

### ZHONG LUN LAW FIRM

With a job satisfaction rate of 97 percent, Zhong Lun Law Firm is another firm that won high praise from its employees. In terms of training, many of its lawyers cite regular seminars, in-house training and overseas exchange activities. “Although I am a junior lawyer, I can still benefit greatly in the course of project implementation,” says one young associate. “The team has a very good working atmosphere and the emphasis is on the cultivation of competency.” Some employees suggested improving knowledge and document management as well as upgrading office equipment. Ninety-three percent of the firm’s employees express a sense of job security; 95 percent say they would recommend the firm wholeheartedly while more than 91 percent consider their remuneration to be higher than the market standard. Some look forward to greater transparency in salary structure and promotion. Ninety percent say that they feel valued at the firm, and more than half of which say they feel “highly valued”.

“IT MAY BE HARD WORK, BUT THE FIRM PROVIDES GOOD BACK-OFFICE SUPPORT AND WE ALSO HAVE GOOD BOSSES,” says one associate.



中倫律師事務所  
ZHONG LUN LAW FIRM

### 盈科律师事务所

除了少数人在问卷中没有填写满意程度外，盈科律师事务所也获得了100%的工作满意度，其中有超过70%表示非常满意，一位实习律师表示：“律师工作本身就是自己的爱好所在，工作环境与氛围非常优良，指导老师非常优秀。”也有近乎85%的员工表示盈科提供的工资是高于市场标准的，其中超过三分之一的员工表示收入大大高于市场标准。一位行政人员说：“薪酬在同行中略高，福利不错。”他还表示工资结构也很清楚。另一位律所的支持人员表示律所的管理十分人性化，他说：“工作中，有职位上升渠道的专门文件说明以及职业生涯的辅助指导。”也有员工为雇主提出了创新的建议，如律所可以提供心理咨询服务，可帮助减缓律师压力等。98%的员工衷心推荐这家律所。

一位法律顾问说：“多元化的上升途径，在这里工作，可以不断学习，提升自己。”

### 中伦律师事务所

中伦律师事务所也是获得员工超高好评度的律所之一，满意度高达97%，在培训方面多位律师提到该所提供定期讲座，内部培训以及国外交流的活动。一位年轻律师表示：“虽然身为初级律师，但能够在执行项目的过程中获益匪浅，且团队的工作气氛很好，注重能力的培养。”也有工作者表示该所在知识管理，文件管理，现代化办公设备上应该更上一层楼。有93%的员工表示在这里工作是感觉有保障的，有95%的员工表示衷心推荐这家律所，在薪资方面有超过91%的员工表示这里的薪酬高于市场标准，也有部分员工提出在薪资结构和晋升职位的透明度上希望律所可以有更好的提升。有90%的人表示在这家律所受到了重视，其中有超过一半的人表示非常重视。

一位律师说：“虽然工作辛苦，但律所的后勤服务好，老板也很好。”

## INTERNATIONAL FIRMS

## 国际所

## 获胜者 THE WINNERS

### CLYDE & CO

A leading global law firm that was founded in 1993, Clyde & Co has approximately 45 offices and more than 1,800 lawyers worldwide. Its main areas of practice include commerce, energy and finance, among others. Despite the small number of survey participants from the firm, its job satisfaction rate is a whopping 100 percent. "We receive training several times a year, including training on our negotiation, writing and presentation skills," says one senior associate. He also points out that partners will take time to revise legal opinions and conduct internal sharing and communication sessions with their colleagues from time to time. Forty percent of the respondents see transparency in the path to partnership as average while 89 percent consider remuneration to be at market standard. Ninety-six percent see themselves as being valued at the firm, with more than half of them feeling "highly valued". All the respondents see themselves with the same firm in the next five years, with nearly half of them "definitely" seeing themselves staying put. Ninety-six percent of the staff feel a sense of job security.

# CLYDE&CO

### 其礼律师事务所

其礼律师事务所是一家领先的国际律所，在1993年创立，目前在全球各地拥有约45个办公室，1800多名律师。该律所的主要领域是商业、能源和金融等。在今年的调查中，其礼律所参加的人数较少，但员工的工作满意度获得了100%的好评。一位资深律师说：“一年多次的培训，包括谈判技巧，写作技巧以及演讲技巧等。”他也表示合伙人会专门修改法律意见并每隔一段时间会和其他同事进行内部分享和交流。有40%的工作人员认为晋升至合伙人的透明度一般，在工资方面89%的员工认为在该所的收入达到了市场标准，96%的人表示在这家律所工作受到了重视，其中超过半数的人表示非常受重视。有100%的受调查者表示未来的五年里有可能继续在此工作，其中有一半的人表示肯定会在这家律所工作。96%的律所员工在这里工作是有安全感的，有保障的。

### CMS, CHINA

Established in 1993, CMS, China has offices in Beijing and Shanghai. It was recently included in the ALB China Firms to Watch list. The firm may be small to medium-sized in scale but it has a wealth of expertise, and its China team specializes in corporate/M&A, commerce, banking and finance, intellectual property, competition, employment and tax laws. Employee feedback about the firm is highly positive. Apart from a small number of employees who did not share their level of satisfaction, almost all of CMS employees are satisfied in areas such as job satisfaction and working environment. Forty-five percent are "highly satisfied" with the firm. "I feel greatly involved." Forty percent of the staff feel that there can be greater transparency in the path to partnership. Remuneration is considered to be at the market standard by all of the respondents. Ninety-six percent "probably" see themselves with the same firm in five years' time. Forty percent feel that work-life balance at the firm could be improved.

### CMS, 中国

CMS中国成立于1993年，目前在北京、上海均有办公地点，律所在近期的ALB中国精品律所看点的排名中榜上有名，虽属中小规模，但该律所拥有丰富的专长，中国团队擅长企业/并购、商事、银行与融资、知识产权、竞争、雇佣和税务领域。该律所的员工好评率极高，除却少数未填写满意度外，该所的员工满意度，工作氛围等方面获得了近乎全部满意，还有45%的员工对律所的评价为“非常满意”。在晋升合伙人的透明度的反馈上，有40%的员工认为该律所可以做得更好。在薪酬方面100%的员工认为他们的工资已经达到了市场标准。有96%的员工认为自己未来五年有可能在这家律所工作，在生活和工作平衡的问题上，有40%的员工希望律所在未来可以做得更好。

# C/M/S

Law. Tax

"WE RECEIVE A LOT OF FEEDBACK, AND OUR CLIENTS AND THE CASES THAT WE COME INTO CONTACT WITH ARE VERY INTERESTING AND DIVERSE," says one support staff.

律所的一位支持人员说：“工作中反馈多，客户和接触的案例都很有趣并且种类多样，我的参与度很高。”

## THE WINNERS 获胜者

### GREENBERG TRAUIG

An international law firm founded in 1967 and headquartered in Miami, Greenberg Traurig has 38 offices and more than 1,900 lawyers across the U.S. as well as in Amsterdam, London, Mexico City, Shanghai and Tel Aviv, among others. It received a highly positive feedback of 98 percent. "My colleagues are proactive, extroverted and willing to help others out even when they have a heavy workload," shares a counsel. Seventy-two percent of the respondents consider the firm's remuneration to be at or above the market standard, while approximately 20 percent feel the salary structure and overall salary transparency could be improved. It is worth mentioning that all of the respondents think that the firm has a good training system. A support staff says that the firm offers the opportunity to acquire professional knowledge and improve one's ability to work the cases. Eighty-two percent of the respondents "probably" see themselves in the same firm in five years' time. Ninety percent feel that there is work-life balance at the firm. Some employees also pointed out that the firm could use more work on its branding and transparency in the path to promotions.

### Greenberg Traurig

跨国律所Greenberg Traurig是一家总部位于美国迈阿密的国际性的律师事务所，成立于1967年，该律所在全美以及阿姆斯特丹、伦敦、墨西哥城、上海和特拉维夫等地共有38个办事处，1900余名律师。该律所获得的好评也高达98%，一位法律顾问说：“同事都是积极外向性格的，尽管有时工作量繁多，同事们都愿意提供帮助。”72%的员工认为该所的薪酬达到了市场标准或者超过了市场标准，也有约20%的员工认为该所的薪资结构和薪资透明度方面可以在未来做得更好。值得一提的是100%的受调查者认为该所的培训机制很好，一位律所的支持人员说：提供学习专业知识的机会、提供提高办案能力的机会。”82%的人表示未来5年很可能在这家律所工作，也有90%的员工表示在这里工作可以达到生活上的平衡。还有员工认为在律所的品牌化以及晋升道路的透明度方面律所有待加强。

## GT GreenbergTraurig



### LINKLATERS

Linklaters was among the top three firms in ALB's Top 50 International Law Firms in 2014 and 2015. A multinational law firm headquartered in the UK, Linklaters belongs to the "Magic Circle" of leading London law firms. "The firm's forte is in finance, and personally, working here means that I get to collaborate and work with many renowned clients," shares a legal counsel. It is worth mentioning that Linklaters is very much lauded for its training. As one of its counsels explains, the firm has a standardised training system and newcomers have the opportunity undergo training at different offices. On the other hand, some feel that transparency in the path to promotions is average at the firm, which could also improve its work-life balance. Remuneration is considered to be at market standard by 97 percent of its employees. Eight-nine percent of the respondents "definitely" or "probably" see themselves in the same firm in five years' time.

### 年利达律师事务所

年利达律师事务所连续在2014年，2015年在ALB国际律所50强的榜单中都位列三甲，该所是一家以英国为总部的国际律师事务所，也是伦敦法律界著名的“魔术圆圈”的成员。一位法律咨询顾问说：“这家律所在金融方面是强项，对个人来说，在年利达律所工作就意味着可以和很多知名客户一起合作、工作。”值得一提的是，在培训方面，年利达做得非常好，一位法律咨询顾问表示：“有一个规范的培训系统，入职不久的新人可以去到不同的分所培训。”但也有人表示晋升道路的透明度一般，在生活与工作的平衡度上，希望律所可以做得更好。在工资薪酬方面，97%的人员认为这里的工作薪酬可以达到市场标准。有89%的工作人员认为未来五年很可能或肯定会在这家律所工作。

## Linklaters



## 获胜者 THE WINNERS

### PAUL HASTINGS

Paul Hastings is one of the largest law firms in the U.S. Established in 1951, this leading international law firm has more than 20 offices in North America, Europe and Asia, including Beijing, Shanghai and Hong Kong, and provides innovative legal services for top financial institutions in the world and Fortune Global 500 companies. "We have a good working environment and work-life balance," says an associate. Its employees say they are satisfied with the working atmosphere and staff cooperation, and feel valued for their work. However, while they are happy with their remuneration, they rated remuneration transparency and transparency in the path to promotion as average. Ninety-five percent feel that the firm provides good training. "New lawyers have the opportunities to display their abilities and they are given greater responsibility when they prove to be competent," says a partner of the firm. Ninety-eight percent of the respondents say that the firm is strong in terms of hardware, such as IT support. Seventy-eight percent see themselves in the same firm in five years' time and 75 percent say they would recommend the firm wholeheartedly.

# PAUL HASTINGS

### 美国普衡律师事务所

美国普衡律师事务所是全美最大的律师事务所之一。这家领先的国际律师事务所创立于1951年，在北美、欧洲、亚洲共设有20多个代表处，在中国的北京、上海、香港均设有办公室。该所为世界顶尖的金融机构以及财富全球500强的公司提供创新的法律服务。一位律师说：“工作氛围好，工作和生活可以达到平衡。”在工作氛围、员工合作程度、工作受重视程度，工作薪酬方面员工都觉得满意，但在薪资透明度和晋升道路的透明度上感觉一般。在培训方面95%的员工赞扬这家律所做得不错。律所的一位合伙人说：“入职不久的律师会有更多的机会展示他们的能力，当他们胜任后会有更多的责任给他们。”在IT支持等硬件方面，98%的员工认为这家律所做得好，在未来五年中有78%的人表示还愿意继续在此工作，有75%的人表示衷心推荐这家律所。

**GT** GreenbergTraurig

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