

ALB EMPLOYER OF

2017 ALB

METHODOLOGY

ALB opened 2017 China Employer of Choice survey in February this year. During the one-month survey, ALB has received more than 1,700 responses from employees of different law firms.

Law firms have been ranked based on responses to the aspects including job satisfaction, remuneration, salary structure, overall salary transparency, training opportunity and career development opportunity, mentorship, transparency in the path to partnership, teamwork, knowledge management and IT technical support level, balance between work and life, career prospects, willingness to recommend the firm as an employer of choice, and other aspects.

Respondents were asked to submit their inputs anonymously to help maintain fairness and objectivity of the survey.

The law firms have been listed in alphabetical order.

调研方法

ALB 于今年2月份启动了2017年中国最佳雇主调查，在为期1个月的调查期中，共收到1700余份来自不同律师事务所员工提供的调查反馈。

调研团队根据调查参与人员在工作满意度、薪酬水平、工资结构和整体工资透明度、培训机会和职业发展机会、接受专门指导的机会、晋升合伙人道路透明度、团队的合作程度、知识管理和IT技术支持水平、工作生活平衡、职业发展前景以及对所在律所的推荐度等方面的反馈结果对各个律师事务所进行了排名。

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。

律所名单按英文名称首字母顺序排列。

CHOICE 2017

中国最佳雇主

★ THE WINNERS 获奖名单 ★

中国律所 Domestic Law Firm

AnJie Law Firm
安杰律师事务所

Chang Tsi & Partners
铸成律师事务所

DaHui Lawyers
达辉律师事务所

Global Law Office
环球律师事务所

Grandall Law Firm
国浩律师事务所

Han Kun Law Offices
汉坤律师事务所

Jilin Gongcheng Law Firm
吉林功承律师事务所

JunHe LLP
君合律师事务所

Solton & Partners
重庆索通律师事务所

Unison Law Firm
Zhejiang
浙江智仁律师事务所

国际律所 International Law Firm

CMS Cameron McKenna LLP
英国金马伦麦坚拿律师事务所

Clifford Chance
高伟绅律师事务所

Greenberg Traurig LLP
美国GT国际律师事务所

Linklaters
年利达律师事务所

Paul Hastings
美国普衡律师事务所

THE WINNERS

中国律所 Domestic Law Firm

获胜者


ANJIE LAW FIRM
安杰律师事务所

86 percent of the employees at AnJie Law Firm are satisfied with their jobs, with more than one-third of the respondents saying that they are extremely satisfied. For 78 percent of the respondents, the remuneration is at or above the market standard. More than 60 percent of the employees feel their jobs are secure. 74 percent of the employees express that they would continue working with the law firm in the next five years. To the question "Would you recommend this firm to a friend?" 79 percent of those surveyed give positive responses.

An associate who has been with the firm for two years said: "AnJie is growing rapidly. Partners are making concerted efforts, and lawyers, assistants and administration staff are pulling together to make AnJie an elite law firm."

安杰律师事务所的员工工作满意度为86%，其中超过三分之一的受访人员表示非常满意，一名在律所工作了两年多的律师表示：“安杰处于迅速上升时期，合伙人齐心协力，律师和助理以及行政人员全力为创建优质律所而工作。”有78%的人认为安杰的薪资高于或与市场薪资水平相当。60%以上的工作人员表示这份工作是有保障的，74%的员工认为在未来的五年中会继续在这家律所工作，以及79%的人员表示会推荐这家律所。

一名在律所工作了两年多的律师表示：“安杰处于迅速上升时期，合伙人齐心协力，律师和助理以及行政人员全力为创建优质律所而工作。”


CHANG TSI & PARTNERS
铸成律师事务所

Employees of Chang Tsi & Partners have a job satisfaction rate of 92 percent. Chang Tsi & Partners advocates: "Striving for rapid growth while always keeping in mind and fulfilling the social responsibility of a modern corporate citizen." More than half of the employees of the firm feel valued and are generally satisfied with the work-life balance. Remuneration is above the market standard for 60 percent of those surveyed. The knowledge management/IT support is a point that the firm needs to improve since it is rated "good" by only 40 percent of the respondents. And 80 percent say they would recommend the firm to a friend "wholeheartedly." Apparently, Chang Tsi & Partners scores high on the employee happiness index.

铸成律师事务所的员工工作满意度为92%，铸成一直以“在事业快速发展的同时，始终铭记并承担作为现代社会企业公民的社会责任”为律所文化，有超过半数的人认为在律所受到重视，并且工作生活达到平衡。而在薪酬水平这项调查中有60%的受访者认为他们的工资高于市场标准，对于律所知识管理和IT技术水平方面有四成的人选择了“好”，这一方面律所还有待加强。80%的受访者表示会衷心推荐律所。不难看出，铸成律师事务所的员工幸福指数很高。

以人为本，做有责任、有担当、有爱心的社会法人

--铸成的理念及情怀

北京市铸成律师事务所是一家以知识产权为核心业务的综合性律师事务所，总部设于北京，在上海、广州、深圳设有分所，在美国、香港设有分支机构。铸成拥有各类专业人员近三百名，立足于为国内外客户提供“一站式、全方位、多层次”的法律服务。继2016年铸成荣获ALB最佳知识产权律所称号后，近期，又荣膺“优秀雇主奖”这一殊荣。

这一奖项的获得，充分展现了铸成以人为本、构建和谐劳动关系的理念和情怀。这一理念和情怀，既体现在对外部的客户关系上，更体现在对内的员工关系中。

对外铸成坚定奉行“以客户为本、以社会为本”。我们自始至终致力于为客户提供最好的服务，一切以客户利益为重；在回馈社会方面，铸成参加各类社区活动，长期进行公益捐赠，提供免费法律咨询服务。我们不是单纯追逐利润的商业机构，而是有温度、有情怀、有责任的优秀社会法人。

对内铸成坚持“以人为本，构建和谐劳动关系”。“以人为本”就是要以员工为本，重视人、关心人、理解人、成就人。在铸成，事务所把每一名员工都看作是我们有机整体不可或缺的一分子，让全体员工都能够在事务所充分发挥才智，挖掘潜能。员工的个人成长和事务所的成长相辅相成、相得益彰、互利共赢。

在铸成，我们认真的践行“以人为本”的理念，以有血有肉的行动诠释着这一情怀。

一、关爱员工，成就员工

铸成坚持任人唯贤，人人机会平等的原则，不仅提供给员工优质的成长平台，让他们有实现个人价值的舞台；更注重培育员工的归属感和荣誉感，让员工成就事业、成就自我。铸成拥有最优秀的客户，即使是实习律师，也有充分的机会与世界顶级的律师及法务一起工作，提高学习与思辨能力，迅速成长为独当一面的优秀律师。铸成还设有各类完善的支持部门，为业务人员提供全方位的支持。

铸成建立了完善的培训体系，设立专门的培训委员会和专项培训经费，不断提高员工的业务水平和综合素质。

铸成拥有完善的办公信息系统，斥巨资建设虚拟计算机系统，实现无纸化办公，开发OA系统，建立庞大、系统的数据库，共享各部门工作规范及各类业务的流程范本，便于新人学习体系化成果，同时为员工远程办公创造条件。

铸成致力于打造最人性化的工作环境。铸成总部购置了建筑面积三千余平米的办公楼，选用最高档、环保的材料进行装修，配备人体工学用品，设置员工休息区、母婴区等便利空间，购置了多台空气净化器，在打造健康、人性化的办公环境上不遗余力。

铸成实行团队化管理、主办带助理的工作模式，同时设有业务委员会及各种专业委员会，对重大疑难法律问题研讨，以不断提高员工的业务水平和能力。

二、文化建设目标清晰、措施到位

铸成多年来坚持投入巨资开展企业文化建设：举办年会，全员出境游，人均投入近万元；在三月八日，给每位女员工准备节日礼物，开办女性心理讲座；举办植树活动、体能训练、家庭日、迎新和生日活动、摄影比赛、羽毛球及篮球比赛等。这些润物细无声的活动背后，体现的是铸成的理念和情怀：铸成不仅仅是一个工作场所，我们不仅仅是工作伙伴，更是朋友、家人，大家能相聚在铸成，是一份难得的机遇与缘分。

三、高水准的薪酬福利体系

铸成设置了明确而透明的薪酬体系，制定了能者多劳、多劳多得的有效机制。连年投入巨资不断提高员工福利待遇，涨幅远远高于事务所收入增幅及同行业水平。同时提供餐补、交通补助、通讯补助、员工及家属医疗保险等福利。所内积极实施的大多数福利，都并非法律强制性的要求，而是一份来自家人的关怀。此外，铸成还为优秀的员工提供无息留学贷款，并视情况折减全部或部分贷款，目前此种激励方式业界鲜有为之。

四、注重事务所员工之间的沟通，构建和谐劳动关系

铸成十分重视建立沟通协调机制，充分了解员工诉求，并及时回应。我们强调员工之间的沟通配合、换位思考；我们希望律所和员工的关系并非简单的管理和被管理的关系，而是相互理解、相互信任、荣辱与共、共同成长共同发展



的关系。铸成的坚持和努力也为社会认可，连续两年获得“北京市构建和谐劳动关系单位”劳动奖章、2017年被推荐入选全国总工会“中国脊梁”先进单位。

五、坚持不懈地开展各类社会公益活动，奉献爱心，回馈社会

对于一个有愿景有理想的企业来说，追求利润的增长固然重要，但最大限度的实现社会价值，传播积极能量，进而影响整个社会，更是我们的追求。

铸成每年都向社会进行捐赠，比如：向无国界医生组织及美国癌症研究中心捐款；积极参与“星星伞”自闭症家庭关爱项目；与京郊乡镇建立长期的帮扶关系为其无偿提供法律咨询服务项目；在京郊种下铸成森林，每年举办植树活动；捐助特殊儿童“呀呀公益”项目以及“家庭日”爱心物品捐赠公益项目等。铸成在2016年首届中国律界公益活动评比中，获得最佳公益组织奖。

今年是铸成设立15周年。十五年来，铸成一直并将继续以实际行动诠释着有责任、有担当、有爱心、重视员工发展的企业理念。铸成将永远秉持以社会为本、以客户为本、以员工为本的情怀和愿景，脚踏实地践行自己的初衷，努力把事务所建设成为业务一流、劳动关系和谐融洽的有责任、有担当、有爱心的社会法人并将锲而不舍、矢志不渝地在这条路上坚定前行。

铸成律师事务所 Chang Tsi & Partners

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THE WINNERS

中国律所 Domestic Law Firm

获胜者


DAHUI LAWYERS
达辉律师事务所

Up to 100 percent of this year's survey respondents say they are satisfied with their jobs at DaHui Lawyers. And nearly 90 percent of the employees say that the atmosphere at DaHui is very good. According to nearly 60 percent of the respondents, the path to partnership is "very transparent." But some lawyers point out that, for the knowledge management/IT support, there is room for improvement. The data currently available indicate that 71 percent of the employees would recommend the firm to a friend "wholeheartedly."

A partner says: "Dahui Lawyers is a corporate law firm, and currently there are not many partners at the firm, who are experts in different practice areas. And partners collaborate with each other and have very good communications."

在此次调查中，达辉律师事务所获得了100%的工作满意度，近90%的人表示达辉的氛围非常好。有六成的受调查者表示，晋升至合伙人的路径“非常透明”。但有律师提出律所的IT支持、知识管理方面可以再上一个台阶。现有的数据表示，71%的在此工作的员工衷心推荐自家的雇主。

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。”


GLOBAL LAW OFFICE
环球律师事务所

Global Law Office employees have a 77 percent job satisfaction rate this year. More than half of the respondents say they are "very satisfied" with the work atmosphere. Remuneration is at or above the market standard for nearly 80 percent of the respondents and 60 percent say that the opportunities for training and professional development are very good. A legal counsel praises "challenging tasks, opportunities to learn and solid mentorship from knowledgeable partners." 74 percent of the employees rate the overall salary transparency at the firm as good. An associate says, "The firm adjusts the salary standards of the firm and the staff according to the market situation every year and makes it clear to staff members when they are on board. And the staff will be well informed of the salary raise criteria and levels."

According to a paralegal, "partners and senior associates provide [young lawyers] with adequate guidance and mentoring in their professional development to help them grow quickly."

在此次调查中，环球律师事务所的员工工作满意度为77%，有半数以上受访者对工作氛围表示“非常满意”。一名律师助理表示：“合伙人及资深律师在工作上给予足够的协助、指导，成长快。”在薪酬方面，近八成的人认为自己的工资高于或达到市场标准，在环球的受访员工中有60%的人认为有非常好的培训机会和职业发展机会。74%的该所员工认为在薪资透明度上律所做得不错，一位律师表示：“本所每年会根据市场的情况调整律所及员工的薪资标准，并在员工入职时予以明确，同时对薪资的提升标准、水平明确告知员工。”

在一位法律顾问的眼中：“环球所的工作内容具有挑战性，能学到很多知识，合伙人很着重培养新人”。

THE WINNERS

中国律所 Domestic Law Firm

获胜者


GRANDALL LAW FIRM
国浩律师事务所

Over 50 percent of Grandall's employees participating in this year's survey have been with the firm for more than five years. Many employees say that the work environment at Grandall is comfortable, people are friendly, and remuneration is at the market standard at the least. 90 percent of employees say they are satisfied with their current jobs. And 95 percent appreciate the opportunities for regular training and professional development provided by the firm, and feel their jobs are secure, thus they are willing to continue staying with the firm in five years' time. Some employees express the hope that the firm would be more transparent in terms of the path to partnership and give more technical support to branch offices.

According to an associate, "The firm is like home, warm and cozy." And another says, "I have been with the firm for nine years. People here are friendly. We are like family."

在此次调查中有超过半数的国浩员工均在这家律所任职超过5年,有不少员工表示国浩的工作氛围轻松,同事关系良好,薪资达到市场标准。90%的员工表示对自己现在的工作感到满意。律所定期的培训和较多的职业发展机会也让95%的员工感到这份工作是有保障的,他们愿意在5年后还会继续为国浩效劳。也有一些员工反映希望律所未来能在晋升合伙人道路的透明度以及分所的技术支持等方面有所提高。

一名律师表示：“律所和家一样温暖”，还有一名律师表示：“在律所工作了9年，律所像亲人一样”。

ASIAN LEGAL BUSINESS

SCHEDULE OF RANKINGS 2017

2017年榜单安排



亚洲法律杂志 - 中国版 CHINA

NAME OF RANKING 榜单	MONTH OF PUBLICATION 发布月	NOMINATIONS OPEN* 提名开始日*
ALB China Firms to Watch 2017 • ALB 2017年中国精品律所	January 一月	21-November-2016
2017 ALB Top 15 China Litigators • ALB 2017年中国十五佳诉讼律师	February 二月	16-December-2016
2017 ALB Top 10 M&A Lawyers in China • ALB 2017中国十佳并购律师	March 三月	28-December-2016
ALB Employer of Choice 2017 • ALB 2017年最佳雇主	April 四月	6-February-2017
ALB IP Rankings 2017 • ALB 2017年知识产权排名	May 五月	21-February-2017
ALB Top GCs in China 2017 • ALB 2017年最佳总法律顾问	June 六月	23-March-2017
ALB Rising Lawyers in China 2017 • ALB 中国2017年律师新星	July 七月	25-April-2017
ALB Client of Choice 2017 • ALB 2017年客户首选律师	August 八月	23-May-2017
ALB M&A Rankings 2017 • ALB 2017年并购排名		15-June-2017
ALB Fastest Growing Firms in China 2017 • ALB 2017年中国最佳成长律所	September 九月	22-June-2017
ALB Top Female Lawyers in China 2017 • ALB 2017年中国最佳女律师	October 十月	25-July-2017
ALB 2017 Top 50 Largest Law Firms • ALB 2017年亚洲最大50家律师事务所	November 十一月	22-August-2017
ALB Top In House Teams in China • ALB 2017年中国最佳公司法务团队	December 十二月	7-September-2017
ALB Top IP Lawyers in China 2017 • ALB 2017年中国最佳知识产权律师		14-September-2017

* These dates are subject to change. Please contact ALB for the most up-to-date schedule.
截止日期可能会有调整,请联系ALB获取最新的报名时间和截止日期。

欲了解更多提名信息, 请联系:

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达辉律师事务所：2017年度中国最佳雇主HR访谈

1. ALB：达辉的律师培养体系是怎样的？达辉如何帮助律师在职业生涯中不断成长？

DaHui：达辉秉持唯才是用的原则，期望帮助律师和其他员工不断发挥潜力，尽快实现职业生涯中的自我超越。达辉在多个方面对律师进行综合培养，例如：

第一，达辉重视合伙人对律师的“传帮带”。合伙人在项目中的“亲力亲为”（即“hands-on”）是达辉的立所之本，因此达辉对合伙人在每一项目或案件中的投入和工作时间有严格的要求。达辉坚信合伙人对律师的最好指导方式就是与律师一起并肩实战，言传身教；即使是年轻律师甚至是实习生，在达辉都能经常在业务中得到合伙人的直接指导。

第二，达辉强调“因材施教”。除对所有新人适用的入职培训外，针对不同阶段的律师，达辉都有不同目标、不同期限的职业培养计划。对于实习生和低年级律师，达辉会安排一段时间的“通识教育”（即在导师指导下尝试各个不同领域的项目实战）以及针对工作流程和方法论的专门培训。对于中低年级律师，达辉坚持用所内规范化的要求指导他们的日常业务，做到每项工作成果哪怕是法律调研都不低于“达辉出品”的水准。对于已打好基础的高年级律师，达辉鼓励他们在执业中多融入个人风格，在高品质的前提下打上个人烙印。律师业务归根结底是人对人的服务，品质是基础，但服务应有个性。

第三，达辉推行“超车车道”的培养计划，不拘一格降人才。针对有抱负愿意拼搏的律师，达辉更是提前为他们量身定制晋升规划，鼓励并帮助律师在夯实基础的前提下加速“超车”，完成远超同龄人的跨越式自我发展。

2. ALB：作为一家新所，达辉如何看待和帮助律师确保工作质量？

DaHui：达辉合伙人基于各自长期在国际所执业或从事涉外业务的经历，对工作质量有着共同的执着。达辉认为，合伙人在项目中的深度参与和对项目关键问题和进程的高度把关，是每一项目质量控制的首要保障。其次，达辉还强调应根据项目所处的不同行业和领域，用科学的流程和方法论来进行团队作业。

此外，作为一家目前中等规模的律所，达辉一直坚持“有所为有所不为”的原则，确保只在自己最熟悉、最有经验的行业和领域为客户提供最优质的服务；所内也通过严格的政策对合伙人接案和团队分工进行规范来保证这一原则得到充分执行。实际上达辉为了确保质量，这几年一直在尽力控制扩张，追求稳健的发展，同时更是谨慎接纳新客户和新业务，量力而行，确保每个现有客户都能得到高品质的服务。

3. ALB：市场传闻达辉工作强度大、加班多。请问达辉如何着力于提高律师的工作效率？

DaHui：加班是律师行业的共性问题，达辉也不例外。尤其是达辉需要处理较多跨境交易以及涉外诉讼，合伙人和律师每天都需要与不同法域或不同时区的客户及其他方一起工作交流。遇到项目进度特别紧的时候，还需要占用节假日的时间。

但是，达辉反对无意义的加班，反对因为过度加班导致效率低下的恶性循环，倡导尽可能提高单位时间的工作效率。

达辉一直在不断全面提升“软件”和“硬件”品质来保障律师更好地提高工作效率。例如：首先，达辉注重培养律师的时间管理能力，通过对项目流程及方法论的

不断完善来敦促律师改进工作习惯。其次，达辉强调专业领域的团队分工协作，坚持“专业的人做专业的事”，杜绝因知识或经验的缺乏而浪费时间。再次，达辉重视所内资源共享，通过统一文件管理系统和数据库，实现律师能“站在别人肩膀上”（即充分利用Precedents或已有经验）做业务。最后，值得一提的是，达辉有一流的后勤支持，为律师提供7x24涵盖IT、秘书、餐饮、住宿等服务，所内绝大多数秘书都曾在国际所及达辉受过系统的培训并经验丰富，为各项目团队的快速反应和高效工作提供专业有力的支援和保障。

4. ALB：达辉如何看待“工作与生活相平衡”这一命题？

DaHui：不同的人对这一“平衡”有不同的理解和追求，不同人生阶段的个人目标也不一样。对于很多拼搏的年轻律师来讲，每天能和一群优秀的人一起做自己喜欢的工作，这本身就是有意义的人生的重要组成部分。但生活应该是多姿多彩的，不应该只有工作。达辉不主张“生活只是为了工作”，更反对为了工作而牺牲健康。之前提到，达辉努力提高律师个人和律所整体的工作效率，这不仅出于降低客户成本的考量，也有助于律师能有更多的休息和业余时间，即提高生活的“量”。

另一方面，达辉还注重增强律师生活的“质”。达辉坚信每个在这里勤奋工作的人都应该有能力为自己和自己关爱的人带来更高品质的生活。律师是一份尊严感很强的职业，达辉致力于培养和塑造有尊严感的律师，而非仅仅有存在感的律师。这种尊严感不仅来自于工作，同样也来自于生活。我们认为，体面而有品质的生活有助于律师胜任工作，为客户提供高质量的服务；二者应相辅相承，

交相辉映。这些或许就是达辉人对追求“工作与生活平衡”这个貌似两难命题的一种诠释。

但实事求是地讲，随着一个人在律师职业道路上的不断前进与攀升，工作与生活之间的“界限”有时可能会变得比较模糊了。在达辉，我们的合伙人都很注重家庭生活，只不过工作已经成为他们生活当中不可分割的一部分了。

5. ALB：达辉的日常工作氛围如何？作为一家仅有几年历史的中国律所，达辉形成了自己的文化吗？

DaHui：达辉内部的价值评判比较简单和客观，再加上大家把精力都放在工作上，所以基本上没有什么所谓的办公室政治。有些在达辉工作了几年后离开的前同事，据反馈还是比较怀念达辉简单明了的工作氛围。

达辉注重培养员工特别是年轻律师工作中的规则意识，即中国人常说的“没有规矩不

成方圆”，西方人习以为然的“Actions have consequences”，这实际上是人与人之间互相尊重和企业正常运转的制度保障。不管是年轻律师还是资深律师，还有行政辅助人员，甚至是合伙人，在达辉的政策制度面前都一律平等，对事不对人。

企业文化需要积累和沉淀，而达辉很年轻，现在还不敢奢谈文化。目前很多达辉人的信条是通过勤奋工作，早日实现自我，并且不断超越自我。不少律师、合伙人，甚至是行政人员，都在达辉比预期提前实现了职业生涯的大跨越和达到个人追求的里程碑。另外，达辉作为一家年轻的律所，没有历史包袱，有朝气，有自己的视野和价值观，所内文化背景多样化但向心力较强。

6. ALB：市场还传言达辉的薪酬待遇在中国律所中较高，属实吗？能否透露更多细节？

DaHui：在这方面达辉没有做过专门的横向比较，只是在内部薪酬福利体系中有自

己恪守的一些较为朴素的原则。例如，一流的待遇匹配一流的人才。再比如，对于在国际所中想回归中国所的优秀律师，达辉不会让薪水成为他们的顾虑。

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HAN KUN LAW OFFICES 汉坤律师事务所

Employees of Han Kun Law Offices have a job satisfaction rate of 77 percent, with more than half of the respondents saying that they are extremely satisfied. Remuneration is above the market standard for 80 percent of the employees, with nearly half of them believing it to be well above the market standard. 92 percent of the employees are very content with the atmosphere at Han Kun. Almost 100 percent of the employees feel their jobs at Han Kun are very secure. However 20 percent feel that the path to partnership is "somewhat transparent." 80 percent of those surveyed say they would recommend the firm to a friend "wholeheartedly."

A senior associate says: "The firm has a caring attitude and tries not to ask employees to work when they are on holidays or vacations. And leaves of absence are granted for good reasons."

汉坤律师事务所获得了77%的员工工作满意度，有半数以上的调查者表示非常满意。80%的员工认为自己的薪酬高于市场标准，其中有近半数的员工认为大大高于市场标准。而汉坤的氛围也让92%的员工表示非常喜欢，几乎百分之百的员工表示在汉坤工作很有安全感，但有20%的员工表示晋升到合伙人的道路透明度一般，有80%的受访员工表示会衷心推荐这家律所。

一名资深律师说：“本所是非常人性化的，假期不会随意打扰员工休息，请假理由合理的话也都会得到批准。”



JILIN GONGCHENG LAW FIRM 吉林功承律师事务所

95 percent of the employees surveyed are satisfied with their jobs at Jilin Gongcheng Law Firm. Remuneration is at or above the market standard for 78 percent. And 72 percent feel valued at the firm. The survey shows that the firm provides employees with internal training as well as funded external training. 72 percent of the employees surveyed "probably" at the least would see themselves in the same firm in five years' time, with more than half of them saying "definitely." And 80 percent say they would recommend the firm to a friend.

"The leaders value each employee, stressing on the training of young talent. Young associates feel comfortable reaching out to leaders," according to an associate.

95%的工作人员对吉林功承律师事务所表示满意，其中78%的受访者认为律所提供的薪资高于市场标准或者正好达到市场标准。有72%的员工表示在此工作受到了重视。调查中显示该所会为员工提供律所内部培训、出资外出培训等。72%的员工表示会在五年后有可能还在这家律所工作，其中一半以上表示肯定会在这家律所工作，有80%的员工表示推荐这家律所。

一名律师说：“领导对每个人都很关注，尤其是对青年律师的培养，基本上每个领导都不会拒绝年轻人找他们谈心。”

目标使格局宽旷 专业让服务稀缺

吉林功承律师事务所是引领东北地区法律服务市场发展趋势的中坚力量,凭借公司化理念和制度优势,功承始终保持持续快速的发展并取得了骄人的业绩。目前,功承聚焦高端业务,深度整合专业领域的步伐持续加快,除保持民商事争议解决业务优势外,在PPP项目、企业投融资与上市、公司并购及重组、破产清算、国企改革、税收筹划等专项法律服务等方面,均有迅猛进步和大的布局。



JUNHE LLP
君合律师事务所

JunHe's employees have a job satisfaction rate up to 91 percent. 83 percent of the employees surveyed feel their jobs are secure. And 87 percent are content with the atmosphere at JunHe. Remuneration is at or above the market standard for 70 percent of the employees surveyed. However some employees feel that the IT support and overall salary transparency are the things the firm can work on. More than 87 percent of the respondents say they would recommend the law firm to a friend, with over half of them saying they would do so "wholeheartedly."

An associate at JunHe praises "large client base, high-quality clients and colleagues, generous employee benefits package, caring leaders and friendly personal relationships."

受访者的工作满意程度达到了91%，有83%的工作人员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。有70%的该所员工表示君合律师事务所提供的薪水高于或达到市场标准，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所提高。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。

一名在此工作的律师说到：君合“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。”



SOLTON & PARTNERS
索通律师事务所

Solton & Partners employees have a job satisfaction rate of up to 95 percent. The survey shows that remuneration is at or above the market standard for 95 percent of the employees surveyed. Employees think the employer is doing a good job in terms of the overall salary transparency and incentive mechanism, with over half of them thinking the firm is doing an excellent job. More than 90 percent of the employees surveyed praise the good training system. And 89 percent would wholeheartedly recommend the firm to a friend.

An associate at Solton & Partners says: "More pay for more work done. It is a fair rule."

索通律师事务所的员工工作满意度高达95%，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。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。

一位索通的律师说：“多劳多得，很公平。”



漢坤律師事務所 HAN KUN LAW OFFICES

执业领域：

兼并和收购
境内外资本市场
创业投资和私募融资
基金设立
银行金融
公司合规
反垄断及竞争法
外商直接投资
企业重组改制
争议解决
知识产权

Areas of practice:

Mergers and Acquisitions
Capital Markets & Securities
Private Equity and Venture Capital Financings
Private Funds
Banking and Finance
Compliance
Antitrust and Competition
Foreign Direct Investment
Corporate Restructuring
Dispute Resolution
Intellectual Property



律所简介：汉坤律师事务所（“汉坤”）为中国领先的综合性律师事务所之一。汉坤专注于跨境和境内交易，始终处于中国律师行业的最前沿。汉坤尤其以私募股权、投资基金、兼并和收购、境内外证券发行与上市、竞争法、银行金融、飞机融资、外商直接投资、公司合规、私人财富管理、知识产权、争议解决等领域的法律服务著称。汉坤连年被众多国际权威法律媒体评为顶级中国律所。汉坤的律师拥有优秀的学历背景和丰富的工作经验，他们中的大部分都拥有服务跨国机构和参与跨国交易的丰富经验。

Firm profile: As one of China's leading full-service law firms, Han Kun has placed itself at the forefront of the legal profession in China by specializing in cross-border and domestic transactions. Han Kun is particularly well-known in areas such as private equity, investment funds, mergers and acquisitions, international and domestic capital markets, competition law, banking and finance, aviation finance, foreign direct investment, compliance, private client wealth management, intellectual property and dispute resolution. Han Kun has been consistently recognized as an outstanding PRC law firm by authoritative international legal rankings. Our lawyers come from a variety of educational and professional backgrounds. Most of our lawyers have extensive experience in serving multinational corporations and in handling cross-border transactions.

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THE WINNERS

中国律所 Domestic Law Firm

获胜者



UNISON LAW FIRM ZHEJIANG 浙江智仁律师事务所

Unison Law Firm Zhejiang's employees participating in the survey have a job satisfaction rate of 80 percent. Remuneration is above the market standard for over 60 percent of the respondents, with nearly 40 percent of them believing it to be well above the market standard. Some associates point out that there is room for improvement on the salary structure. Almost 100 percent of the employees surveyed find the atmosphere friendly and their teams highly collaborative. 80 percent of the respondents say they would wholeheartedly recommend the firm to a friend.

"The firm has a great culture and a very friendly atmosphere," says a senior associate.

浙江智仁律师事务所参与调查人员中有80%表示对工作感到满意，对于工资薪酬方面，有超过六成的员工表示工资高于市场标准，其中有近四成的人员表示大大高于市场标准，也有律师表示薪资结构可以更加完善。而几乎百分之百的受访员工表示团队气氛很和谐，大家配合度都非常的高，有80%的员工表示会衷心推荐自己所在的律所。

一位资深律师表示“律所的文化好，工作氛围友善。”



CLIFFORD CHANCE 高伟绅律师事务所

90 percent of the employees surveyed feel satisfied with their jobs at Clifford Chance, saying that the value of individuals is embodied in what they do at the firm. Remuneration is above the market standard for 60 percent of the respondents. And 80 percent rate the salary structure and overall salary transparency as "excellent." And 80 percent of the respondents say they would wholeheartedly recommend the firm to a friend.

An associate at the firm praises the firm for "strong operations and competitive salaries in the industry."

在高伟绅律师事务所接受问卷的员工里，对他们的工作感到满意的高达90%，认为个人价值在律所基本得到体现，这从60%的人认为自己的工资高于市场标准中能够分析得出。并且在工资结构和工资透明度这一项中，受访的员工中有80%的人认为“非常好”，也有80%的受访员工会发自内心地推荐自己所供职的律所。

一位在此工作的律师说：高伟绅的“业务与薪酬水平在业内皆较有竞争力”。



CMS CAMERON MCKENNA LLP 英国金马伦麦坚拿律师事务所

CMS Cameron McKenna LLP scores well in this year's survey. 100 percent of the employees surveyed believe they have the opportunities for training or professional development and opportunities to receive mentoring in the firm. And 100 percent of the respondents are satisfied with the transparency of the path to partnership at the firm. The employees surveyed say the path to partnership is "very transparent." And 70 percent of those surveyed are satisfied with their jobs at the firm.

在此次的问卷调查中，英国金马伦麦坚拿律师事务所也有不俗表现，调查显示这家律所在培训机会和职业发展机会以及接受专门指导的机会中都有百分之百的好评度。并且在“晋升合伙人道路透明度”这一栏中也得到了员工给予的百分之百的好评，员工们认为律所的晋升道路是“十分透明”的，与此同时，员工对于自己工作的满意度也达到了70%。



GREENBERG TRAUIG LLP 美国GT国际律师事务所

Almost all employees surveyed are satisfied with their jobs at Greenberg Traurig, with 80 percent of them saying that they probably would continue working here in the next five years. The respondents say that they are content with the work atmosphere and personal relationships at the firm. Nearly 80 percent of the employees surveyed feel they are "extremely valued." And 100 percent of the respondents say that they would wholeheartedly recommend the firm to a friend.

"I love the work I am doing here," says an associate who has been at the firm for two years.

美国GT国际律师事务所几乎所有的员工对自己的工作感到满意，有80%的受访员工表示五年后很可能继续在律所工作，律所的工作氛围、同事间关系等受到员工好评。同样有近八成的受访员工表示在这家律所非常重视，更有100%的员工表示会真心实意地推荐自己的雇主。

一位工作两年的律师表示：“我喜欢我的工作。”

THE WINNERS

国际律所 International Law Firm

获胜者


LINKLATERS
年利达律师事务所

In this year's survey, it is worth mentioning that almost 100 percent of the employees of Linklaters participating in the survey say that they are satisfied with the opportunities for training or professional development provided by the firm. Many employees say that the firm's job rotation and training programs are very conducive to the professional development of young associates. However some respondents say that the path to partnership is "somewhat transparent," and work-life balance is something the firm can work on. Remuneration is at or above the market standard for 71 percent of the respondents.

"We have a well-structured training system here. Young talents newly on board may go to different branches for training," according to a legal counsel at the firm.

在今年的调查中，值得一提的是年利达律师事务所在培训机会和职业发展机会倍受员工好评，好评率近乎100%，不少员工表示年利达提供的轮岗和培训十分有利于年轻律师的培养。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，71%的人员认为这里的工作薪酬达到或超过市场标准。

一位法律咨询顾问表示：“这里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。”


PAUL HASTINGS
美国普衡律师事务所

In this year's survey, employees of Paul Hastings say they are satisfied with the work atmosphere, the team collaboration and their pay, and they feel valued by the employer. But respondents also say that the overall salary transparency and the path to partnership are things the firm can work on. 98 percent of the employees surveyed think the firm does a good job in terms of IT support and other hardware related stuff. 78 percent say that they are willing to continue working here in the next five years. And 75 percent would wholeheartedly recommend the firm to a friend.

此次调查中，美国普衡律师事务所在工作氛围、员工合作程度、工作受重视程度以及工作薪酬方面，受到员工“满意”的评价。不过在薪资透明度和晋升道路的透明度上员工们表示律所还有待提升。在IT支持等硬件方面，98%的员工认为这家律所做得好，有78%的人表示在未来五年中还愿意继续在此工作，有75%的人表示衷心推荐这家律所。

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