



高朋律師事務所  
GAOPENG & PARTNERS



## Wang Weijia

Lawyer

 Beijing

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### Areas of practices

Civil and Commercial Dispute Resolution,

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### Work experience

Wang Weijia joined Beijing Gao Peng Law Firm in 2022. Prior to joining Gaopeng, she worked as a paralegal in Beijing Zhonglun Wende Law Firm.

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### Educational background

Master's degree, University of Rome I, Italy Speciality: Comparative and European law

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### Work experience

Wu Xiaoyun joined HighPoint Law Firm in 2022. Prior to joining Gaopeng, she has 4 years of experience in architectural design at China Academy of Building Research and 7 years of experience in operation and management of construction projects at Beijing Municipal Sixth Construction Engineering Co.

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### Representative cases

Non-Complaint Performance

- Provided labour-specific legal consultancy projects for more than ten state-owned enterprises, financial institutions, and technology enterprises, including daily consultation on labour and personnel, drafting and reviewing rules and regulations;
- Participated in the formulation of personnel collective resettlement programmes and implementation negotiations for a number of enterprises;
- Provided perennial legal consulting services for more than ten state-owned enterprises and Japanese enterprises, mainly responsible for the feasibility and risk demonstration regarding the implementation of enterprise business landing, communicating and docking with regulatory agencies, and issuing legal opinions in total;
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## **Labour Disputes**

- Represented a well-known Internet company in a dispute with nearly 100 employees over performance-based year-end bonuses, winning at both the first and second trial stages.
- Represented a foreign company in a dispute involving unlawful termination of employment, winning at arbitration and first instance, and settling for nearly ten million RMB at second instance.
- Represented employees of a foreign company in a dispute over equity incentives, winning at the first instance stage with an amount of approximately RMB 3 million.
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## **Awards**

In 2021, ‘Excellent Commercial Backbone’ of Beijing Construction Engineering Group and ‘Excellent Commercial Backbone’ of Beijing Municipal Group;

In 2021, Certificate of Participation in the compilation of ‘Beijing Construction Project Pricing Basis - Budget Consumption Standard’ in 2021 issued by Beijing Construction Project Pricing Management General Station.

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## **Working language**