



Yubing (Sunny) Gao

Shanghai

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PRACTICE AREAS

- Corporate Compliance
- Labor and Employment
- Dispute Resolution

PROFESSIONAL EXPERIENCE

Sunny Gao is an associate at Han Kun Law Offices in Shanghai. Ms. Gao specializes in handling matters related to labor and employment, corporate compliance, and dispute resolution.

In her employment law practice, Ms. Gao provides clients with professional legal services on various labor law matters, including employment terminations, non-competition matters, commercial trade secrets protection, employment plan adjustments, and layoff and human resources-related matters. Additionally, she advises on and drafts, reviews and revises various labor law-related legal documents for international and domestic companies, such as employment policies, employee handbooks, labor contracts, confidentiality agreements, and non-competition agreements.

Ms. Gao has a wealth of experience in providing legal advice to clients, conducting relevant internal investigations, and responding to government inquiries. She has assisted a number of multinational companies in developing and revising anti-corruption compliance policies and guidelines to assist clients in handling employee claims for false reimbursements, commercial bribery, self-dealing, and subsequent labor disputes.

Ms. Gao has also handled many commercial arbitration and litigation cases, including disputes related to commercial contracts, product quality, joint venture contracts, and shipbuilding.

Prior to joining Han Kun, Ms. Gao worked at AllBright Law Offices in Shanghai.

EDUCATION

East China University of Political Science and Law (ECUPL), (LL.M.); East China University of Political Science and Law (ECUPL), (B.A.) Management.

QUALIFICATIONS

Member of the PRC Bar

HONORS AND AWARDS

Recommended Lawyer in Labor & Employment (The Legal 500 Asia Pacific, 2019)

WORKING LANGUAGES
Chinese, English



高玉冰

上海

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业务领域

- 公司合规
- 劳动人事
- 争议解决

工作经历

高玉冰律师是汉坤律师事务所上海办公室的律师，主要从事劳动法、公司合规及争议解决相关法律事务。

在劳动法律事务领域，高律师在各类劳动法律事务中为客户提供专业法律服务，包括员工解职、竞业限制、公司商业秘密保护、用工方案调整、裁员、工资和工时合规等事宜。同时，高律师也协助为跨国公司和国内企业提供和劳动法律有关的日常法律问题的咨询，起草和审查了大量的规章制度、员工手册、劳动合同、保密和竞业限制协议等各种劳动法律文件。

高律师在为客户提供合规方面的法律意见、开展相关内部调查及应对政府调查方面有着丰富的经验。高律师曾协助多家跨国公司制定及修改反腐败合规政策及指引，并协助客户处理员工虚假报销、商业贿赂、自我交易的内部调查及后续劳动争议。

此外，高律师还参与处理了多起国内及涉外商事诉讼和仲裁案件，包括合同纠纷、产品质量纠纷、外商投资纠纷、借贷纠纷及船舶建造合同纠纷等。

在加入汉坤律师事务所之前，高律师曾在锦天城律师事务所工作。

教育背景

华东政法大学，法律硕士；华东政法大学，管理学学士。

执业资格

中华人民共和国律师执业资格

荣誉与奖项

劳动法推荐律师（亚太法律服务五百强，2019）

工作语言

中文、英文