



Weiheng Jia

Shanghai

+86 21 6080 0396
weiheng.jia@hankunlaw.com

PRACTICE AREAS

- Mergers and acquisitions
- Corporate compliance
- Antitrust/competition
- Labor and employment

PROFESSIONAL EXPERIENCE

Mr. Weiheng Jia is licensed to practice law in China, New York State, and before the U.S Court of Appeals for the Second Circuit. In his over 20 years of practice in China and the United States, Mr. Jia has focused on cross-border M&A, regulatory compliance, as well as labor and employment. With about seven years of legal education in Japan and over four years of practice in the U.S., he is one of the few lawyers in China who can truly practice law in Chinese, Japanese, and English. Blessed by his unique multicultural background and strong trilingual language skills, Mr. Jia has extensive experience in representing multinational corporations based in the U.S., U.K., Japan, and the EU nations, among many other jurisdictions.

Mr. Jia has represented corporate clients on numerous deals involving M&A, formation and dissolution of joint ventures, and disposal of assets or business lines. Among these representations, more than half involved PRC state owned enterprises, including some as national-level strategic projects. He is highly regarded by his clients for his practical and innovative problem-solving skills.

Mr. Jia has substantial experience in advising on regulatory and compliance matters covering a variety of issues, including anti-bribery and business ethics, anti-monopoly/unfair competition, as well as data security and protection. His services include establishing and implementing compliance policies and programs, compliance trainings, conducting internal audit/health checks, investigations into suspicious employee activities, and taking post-investigation actions.

Mr. Jia is one of the few Independent Compliance Monitors in China recognized by the multilateral development banks, including World Bank Group and Asia Development Bank. He has assisted many Chinese companies to meet the compliance criteria of multilateral development banks and successfully had them released from multilateral bank sanctions.

In labor and employment law practice, Mr. Jia is particularly known for his experience in mass layoffs by leading a number of high-profile redundancy cases, some involving over 2,000 employees. Mr. Jia is also experienced in replacing top management and in labor union and employee strikes.

Prior to joining Han Kun, Mr. Jia was the National Leader of Deloitte Legal Greater China and the

National Managing Partner of Qin Li Law Firm, a member of the Deloitte Legal global network. While practicing as a partner at top tier U.S.-based international law firm Squire Potton Boggs, he also served as the General Counsel and Chief Compliance Officer for a PRC state-owned China stock exchange-listed enterprise group, as well as the China senior legal counsel and compliance officer for a top tier US corporate group.

EDUCATION

LL.M. from George Washington University Law School; Master of Law degree from the Graduate School of Law, Osaka City University; Bachelor of Art degree in Law from Osaka City University.

QUALIFICATIONS

Member of the PRC Bar

Member of the New York State Bar

Member of the Second Circuit Bar, U.S. Court of Appeals

HONORS AND AWARDS

The A-List of China's Elite 100 Lawyers for 2021, by the China Business Law Journal

Notable Practitioners of 2021 ~2023 by the International Financial Law Review

SOCIAL RESPONSIBILITIES

Member of the Competition Law Committee of the Shanghai Bar Association.

WORKING LANGUAGES

Chinese, English, Japanese



贾维恒

上海

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业务领域

- 兼并和收购
- 公司合规
- 反垄断/竞争法
- 劳动人事

工作经历

贾维恒先生是持有中国、美国纽约州、以及美国联邦法院执照的律师。在其二十多年中美执业经历中，贾律师主要从事跨境企业收购与兼并、企业合规、以及劳动法相关业务。拥有 7 年在日本及 4 年在美国学习法律和工作的经历，贾律师是为数不多的日常使用中文、日语和英语处理复杂法律事务的律师。受益于他的多元文化背景和语言优势，贾律师长期服务于来自于美、英、日、欧盟等国家的跨国公司、中国的国有企业、以及国内民营企业并积累了丰富的经验。

贾维恒律师参与过上百个跨境或境内企业投资、撤资、收购或处置股权和资产的交易项目，其中不乏国际知名交易及大型国家级项目。从协助客户起草保密协议和意向书开始，执行法律、合规、人事尽调、设计和使用多语言起草及交涉交易文件、代理反垄断等政府审批、协助交割、提供交割后法律咨询等。贾律师在项目中提出的务实且富有创造性的解决方案得到了客户的广泛认可和评价。

贾维恒律师在企业合规业务领域积累了丰富的经验，包括反腐败及商业伦理、反垄断及反不正当竞争、数据保护等。贾律师的日常合规服务包括协助客户建立合规管理体系、提供合规培训、合规健康检查，也包括协助客户进行违规事项的独立调查，并协助客户处理有违规事实或嫌疑人员。

贾维恒律师是为数不多的被多边开发银行（即世界银行、亚洲开发银行等）认可的独立合规专家和独立合规监督人。贾律师协助多家被多边银行制裁的国内大中型企业达到多边银行所要求的合规体系建设要求，并成功解禁。

在劳动法相关业务领域，贾律师领导和处理过几十起大规模裁员以及相关的突发意外事件，包括多起涉及裁员数千人的案件，均圆满完成。贾律师也擅长高管离职处理，曾代理过多家国际大型企业在华高管的离职和权利交接案件。

在加入汉坤之前，贾维恒律师曾先后历任 Deloitte Legal 中国区负责合伙人和勤理律师事务所的全国管理合伙人，美国某大型国际律师事务所合伙人，美国某大型企业集团中国区法务及合规负责人，以及上海某国有企业法务总监和首席合规官。

教育背景

贾维恒律师毕业美国乔治华盛顿大学法学院获得法学硕士学位；亦于日本大阪市立大学，获得法学学士以及法学硕士学位。

执业资格

中华人民共和国律师执业资格

美国纽约州律师执业资格

美国联邦第二巡回区上诉法院执业资格

荣誉与奖项

《商法》2021 年中国 100 名精英律师 A-List

《国际金融法律评论》评选的 2021~2023 年著名从业者

社会任职

上海市律师协会竞争法业务研究委员会委员

工作语言

中文、英文、日语