



Xiu Pei

Beijing

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PRACTICE AREAS

- Labor and employment
- Corporate compliance
- Dispute resolution

PROFESSIONAL EXPERIENCE

Ms. Pei has been practicing as a labor and employment law attorney since 2012; before joining Han Kun, she worked at King & Wood Mallesons.

Ms. Pei specializes in providing legal and compliance advice on corporate labor- and personnel-related issues, such as drafting and reviewing employment contracts, confidentiality and non-compete agreements, employee handbooks, codes of conduct, and employee incentive policies and agreements; and advising on employee hiring and termination, employee incentives, non-compete and confidentiality obligations, labor unions, labor dispatch, cross-border employment, workplace information protection, and employee compliance issues. Ms. Pei also specializes in resolving labor- and personnel-related disputes and has extensive experience in improving companies' internal controls and processes concerning personnel and employee incentives based on arbitration and litigation practices. In addition, Ms. Pei has extensive experience in compliance investigations involving employees, layoffs, termination of executives and executive post-employment non-compete supervision, and protection of trade secrets.

EDUCATION

Ms. Pei obtained her LL.B. degree from Capital Normal University in 2009 and LL.M. degree from University of Southern California in 2011.

QUALIFICATIONS

Member of the PRC Bar

HONORS AND AWARDS

Recommended Lawyer in Labor and employment (The Legal 500 Asia Pacific, 2020, 2022)

WORKING LANGUAGES

Chinese, English



裴修

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业务领域

- 劳动人事
- 公司合规
- 争议解决

工作经历

裴修律师于 2012 年起开始从事劳动法律师工作，加入汉坤前，在金杜律师事务所工作。

裴律师擅长提供企业劳动及人事相关问题的法律咨询和合规建议，如起草和审阅劳动合同、保密和竞业限制协议、员工手册、行为守则、员工激励政策和协议等，以及就员工录用和解除、员工激励、竞业限制和保密义务、工会、劳务派遣、跨境雇佣、职场信息保护、员工合规问题等方面提供法律意见。裴律师同时擅长于解决劳动人事方面的争议，并且通过仲裁诉讼实践，对于完善企业的人事和员工激励相关制度和流程具有丰富经验。此外，裴律师在涉及员工的合规调查、裁员、解除高管以及高管离职后竞业限制管理和保护商业秘密方面也具有丰富的实践经验。

教育背景

裴修律师于 2009 年获得首都师范大学法学学士学位，并于 2011 年获得美国南加州大学法学硕士学位。

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，2020, 2022）

工作语言

中文、英文