

R&P is a Chinese law firm, and therefore unlike international law firms, our lawyers assist in negotiations with government departments, and are licensed to represent clients before Chinese courts and arbitration tribunals. We deal with a great variety of disputes, involving corporate, contracts, employment, IP, taxation, customs, and administrative (governmental) actions.

- **Purchase & Sales Contracts:** If a Chinese factory, trading company or customer fails to meet its commitments, we can assist to negotiate a settlement, or take legal action in court or arbitration. Typical cases include outstanding payments, late or failed delivery, and delivery of defective or sub-standard quality products.
- **Intellectual Property (IP):** Intellectual property such as trademarks, patents, copyrights and trade secrets are valuable assets to companies operating in China, but counterfeiting and infringements are unfortunately common practice. We assist you in building an effective IP protection strategy based on your priorities, and support you to file administrative actions, civil lawsuits and criminal complaints against infringers. We also record your rights with Customs, and liaise with them to stop the import and export of counterfeit goods.
- **Senior Management:** Firing employees is not always easy, but dismissing un-performing managers brings even more risk - we advise you on determining and implementing the best strategy. Severance packages can be substantial, and therefore must be carefully negotiated. Managers also control important properties of the company such as company stamps, licenses and accounting books, whose safe return is crucial to the continuation of the your company's operations.
- **Labor arbitration:** The labor law is protective of employees, and makes it easy and inexpensive for them to claim against their former employer based on severance and economic compensation, overtime, annual leave, non-competition, and reimbursements. We assist you to negotiate termination settlements to prevent claims, and defend your interests before the labor tribunal.
- **Compliance & Corruption:** We assist you to investigate and counter corrupt practices within the organization and with external parties, for evasion of taxes and customs duties, unfair competition, and bribery. We also support you to respond to government investigations, negotiate settlements, and defend you and your managers in court.
- **Fraud:** Many foreign companies discover after remitting funds to China, that their Chinese counterpart does not exist. Next to reporting fraud to the police and filing an action in court, we assist you to prevent future fraudulent acts by confirming the legal registration of Chinese suppliers in advance, and drafting contracts to ensure that your interests in the transaction are protected.