

## Leo C. Peng

Principal

821 South Tower  
Beijing Kerry Center  
1 Guang Hua Road  
Chaoyang District  
Beijing, PRC 100020

T 206.816.1537  
leo.peng@foster.com



Leo has wide-ranging experiences representing both foreign investors in China and Chinese enterprises investing abroad. He speaks fluent Mandarin Chinese, and more importantly, understands the values of Chinese and Western cultures and systems. He has developed cross-cultural sensitivities and an intelligent understanding of the environments and the challenges our clients face in their business ventures.

Leo has represented companies and individuals with respect to regulatory compliance and commercial activities in China. He has advised clients on both contentious and non-contentious employment matters in China, including employee rules and policies, termination, non-compete, employment arrangement for foreign employees and social security issues.

Leo's practice also focuses on comprehensive U.S. immigration planning for multinational companies and their employees, as well as for individual clients. He has more than a decade of experience in immigration law, particularly in obtaining U.S. citizenship, permanent resident status, inadmissibility waivers, and nonimmigrant visas for clients from around the world. He has consulted on mergers and acquisitions, established corporate immigration policies, and developed recruitment plans for client companies.

### Services

Labor, Employment &  
Immigration  
Immigration  
Real Estate  
Transportation & Logistics

### Admissions

Washington, 1995

Prior to joining the firm, Leo worked as a general practitioner for five years in Seattle. He represented domestic and overseas clients in matters related to business formation, taxation, licensing, immigration, and intellectual property protection.

## Education

J.D., University of Hawaii at Manoa, W.S. Richardson School of Law, 1994

B.A., University of California Berkeley, Economics, 1991

## Professional Activities

AILA Bangkok District (APAC) Chapter

- Treasurer, 2013-2014
- Interim Treasurer, 2012-2013

American Immigration Lawyers Association, Member

The American Chamber of Commerce, PRC, Member

Washington State Bar Association, Member

## Community Activities

Beijing International Christian Fellowship (BICF), Member, 2007-Present

Bread of Life Christian Church, Board Chair, 1998-1999

Christ L.O.V.E., Director, 1998-2002

## Speaking Engagements

Investing in the West Coast of the United States - The Fifth Largest Economy in the World  
Investment Seminars in China

Beijing / Fuzhou / Shenzhen, China, 5.22.17 | 5.24.17 | 5.26.17

"Cultural Considerations of Conducting Business in Asian Regions," Panelist, Globalaw  
Speaking Engagement  
Tokyo, Japan, 4.24.15

"Legal Issues Regarding U.S. Investment Immigration (EB-5)," U.S.-China Business Seminar  
Seminar  
Garvey Schubert Barer, Beijing, PRC, 1.21.10

"Immigration and Visa Issues for Chinese Companies Doing Business in the U.S.," U.S.-China  
Business Seminar

Seminar

Garvey Schubert Barer, Beijing, PRC, 11.26.09

How to Effectively Navigate the U.S. Immigration System for Chinese Citizens / Visa Categories  
to China

Seminar

Garvey Schubert Barer, Seattle, WA, 10.18.07

## Legal Alerts

Form I-9 Practice Alert: End of COVID-19 Flexibility for Virtual Document Reviews  
7.28.23

H-1B Filing Season Is Almost Here – 3 FAQs for Employers  
2.10.21

## Publications

The Government's New Oversight of Real Estate Deals With Foreigners: A Roadmap for  
Applying the CFIUS Rules  
2.24.20

U.S. Sanctions Laws Reach as far as China  
*Garvey Schubert Barer News Alert*, 11.3.14