

# Deloitte.

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Global Employer Services

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## Asia-Pacific Global Employer Services Conference

*The Global Conference:  
Managing Your Mobile Workforce*

Tuesday, September 16 – Friday, September 19, 2008  
Hong Kong Disneyland, Hong Kong

Audit • Tax • Consulting • Financial Advisory •

A nighttime photograph of the Hong Kong skyline, featuring numerous illuminated skyscrapers and buildings. The scene is set against a dark blue sky, with the city lights reflecting on the water in the foreground. The buildings are lit up in various colors, including yellow, white, and blue. The overall atmosphere is vibrant and modern.

# Conference Information

## Welcome Reception

The welcome reception for the main program will begin at 6:30 p.m. on Tuesday, September 16, at the Hong Kong Disneyland Hotel.

Following this event, the remainder of the evening is free. The hotel concierge or your Deloitte host can help you with any dining or activity arrangements.

## The Global Café

On the afternoon of Thursday, September 18, join your colleagues and Deloitte GES professionals from around the globe and discover the possibilities for you and your business. The Global Café is where you can meet with specialists from the Asia-Pacific region and the globe, to discuss the areas of international assignment administration, compensation and benefits, country tax planning, immigration, payroll processing, technology, and more. There will be presentations on country “hot topics” based on questions submitted by conference participants collected throughout the program and during registration.

## Networking for Success

Dedicated networking time is provided throughout the conference so you can discuss challenges and share solutions with your peers and Deloitte GES professionals.

## Client Service Team Meetings

We encourage you to take advantage of the opportunity to meet with so many of our Deloitte experts in the same location to concentrate on specific issues and address questions with our GES client service local, regional, or global teams. Contact your Deloitte partner to make arrangements to discuss your unique needs and meet with the Deloitte professionals you may be working with around the world. Please see the agenda for the designated times available.

## Technology

Technology is changing. Online resources now support our financial, commercial, and social interactions. The Web is an established part of the fabric of our lives. New joiners in the workforce bring with them new approaches and expectations; those already established in the workforce demand ever greater sophistication from vendors and service providers.

At Deloitte we are very focused on these changes – delivering information, services, and knowledge in new and innovative ways. Within Global Employer Services, we are extending and improving the services we deliver to our clients – identifying potential for a new service provision; delivering existing services in a new way, and improving communication and collaboration with our clients.

## Conference Information *continued*

Thus, we are proud to introduce The GlobalAdvantage Portal. The GlobalAdvantage Portal represents a significant step into the next generation of technology-driven service provision, and provides a more personal, content-rich, and interactive user experience.

The portal also provides access to the range of GlobalAdvantage technology solutions you will be familiar with – covering areas such as tax compliance, international HR, global reward, immigration, and compensation management.

Come see for yourself and take a journey into the next generation of GlobalAdvantage technology.

### **Evening Event**

Join us for a truly magical evening with Mickey Mouse and friends on Wednesday, September, 17. You may enter the Park at your leisure after 5:00 p.m. and then join us for Mickey's PhilharMagic at 7:00 p.m. where you won't believe your eyes! Immediately following enjoy cocktails and dinner at the Royal Banquet Hall and then complete your dessert with an amazing display of fireworks. If you would still like to enjoy one last spin on Cinderella's Carousel, come join us before retiring for the evening.



# Our Conference Executive Advisory Board

We would like to take this opportunity to thank our Asia-Pacific Global Employer Services Conference Executive Advisory Board who have devoted a great deal of time and effort to ensure that our Conference delivers a program that is engaging, informative, and provides real insight into global mobility practice and developments in this region and beyond. These seasoned human resource, global mobility, and tax professionals will be on hand to offer advice and answer questions throughout the Conference.

**Tanya Bowersox**

Vice President Head of Global Mobility Services  
Citi

**Wendy Dendel**

Human Resources Vice President  
Ford Asia Pacific & Africa

**Raul Gumagay**

Compensation, Taxation and Benefits – Asia  
Lehman Brothers

**Beryl Truong**

Head of International Assignments, Asia  
Thomson Reuters

**Alex Yuen**

Regional Director – Tax, Asia Pacific  
The Walt Disney Company (Asia Pacific) Ltd

**Terrence Yuen**

Global Tax & Free Trade Manager – Asia  
Intel

# Conference Agenda

Tuesday, September 16, 2008

**4:00 – 6:00 p.m.**

Optional Client Service Team Meetings

**6:30 – 8:30 p.m.**

Welcome Reception

Wednesday, September 17, 2008

**7:30 – 9:00 a.m.**

Breakfast

Optional Client Service Team Meetings

**9:00 – 9:15 a.m.**

Welcome and Introduction

**9:15 – 10:15 a.m.**

PLENARY SESSION I

**10:30 a.m. – 12:00 p.m.**

Fundamentals Session



## Wednesday *continued*

**10:30 a.m. – 12:00 p.m.**

### WORKSHOP 1

- Asia-Pacific Northern Regional Update: Hong Kong, Japan, Korea, Taiwan
- Cost of Living Challenges for Assignments in Asia-Pacific
- Ending the Assignment – Managing Costs and Protecting the Business
- Not (Just) Another Business Trip: An Integrated View of the Regulatory, Policy, and Cost Aspects of Short-Term Business Travel
- Vietnam Spotlight

**12:00 – 1:30 p.m.**

Lunch

Optional Client Service Team Meetings

**1:30 – 3:00 p.m.**

Fundamentals Session *continued*

**1:30 – 3:00 p.m.**

### WORKSHOP 2

- Asia-Pacific Southern Regional Update: Australia, Indonesia, Malaysia, New Zealand, Philippines, Singapore, Thailand
- Global Mobility, Strategic Alignment, and Talent Management
- How to Avoid Mobility Deal Breakers – Family Issues
- It's Not in the Policy – Things You Did Not Know, but Wish You Did
- Returnees to China/India

**3:00 – 3:30 p.m.**

Afternoon Tea

**3:30 – 5:00 p.m.**

Fundamentals Session *continued*

**3:30 – 5:00 p.m.**

### WORKSHOP 3

- Administration of Equity Compensation Plans: How Prepared are You?
- Permanent Establishment Issues for HR Professionals
- Spotlight on China: Talent Management
- Supporting Your Global Mobility Workforce: The In-Source Versus Outsource Debate; Understanding Your Sourcing Options
- 20:20 Foresight

**6:30 p.m.**

Depart for Dinner

**7:00 – 10:00 p.m.**

Dinner and Entertainment

# Thursday, September 18, 2008

## **7:00 – 8:30 a.m.**

Breakfast

Optional Client Service Team Meetings

## **8:30 – 10:00 a.m.**

WORKSHOP 4

- Asia-Pacific Northern Regional Update: Hong Kong, Japan, Korea, Taiwan
- EMEA Update
- India Spotlight
- Outbound to the United States
- Pension and Social Security Obligations

## **10:00 – 10:30 a.m.**

Morning Tea

## **10:30 a.m. – 12:00 p.m.**

WORKSHOP 5

- Administration of Equity Compensation Plans: How Prepared are You?
- Interactive Policy Benchmarking for Asia-Pacific
- Outbound to the United Kingdom
- Regional Payroll Challenges and Solutions
- Web 2.0 Leveraging New Technology Effectively to Improve Communication and Collaboration with Your Mobile Workforce



## Thursday *continued*

**12:00 – 1:00 p.m.**

Lunch

Optional Client Service Team Meetings

**1:00 – 2:00 p.m.**

PLENARY SESSION II

**2:15 – 3:45 p.m.**

WORKSHOP 6

- Common Tax Planning Techniques: Australia, Hong Kong, Japan, Singapore
- Global Mobility Policy Trends
- Immigration Strategies
- Spotlight on China: Talent Management
- Vendor Selection and Management

**3:45 – 4:30 p.m.**

Afternoon Tea

**4:30 – 6:00 p.m.**

Global Café

Client Dinners

## Friday, September 19, 2008

**7:00 – 8:30 a.m.**

Breakfast

Optional Client Service Team Meetings

**8:30 – 10:00 a.m.**

WORKSHOP 7

- Asia-Pacific Southern Regional Update – Australia, Indonesia, Malaysia, New Zealand, Philippines, Singapore, Thailand
- China Spotlight
- HR and Tax – Courtship or Marriage?
- Not (Just) Another Business Trip: An Integrated View of the Regulatory, Policy, and Cost Aspects of Short-Term Business Travel
- Permanent Establishment Issues for Professionals

**10:15 – 11:45 a.m.**

PLENARY SESSION III

**11:45 a.m. – 12:00 p.m.**

Closing Remarks

**12:00 – 1:00 p.m.**

Lunch

**12:00 – 4:00 p.m.**

Optional Client Service Team Meetings

# Fundamentals Session

Wednesday, September 17, 2008

## **International Assignment Fundamentals**

Whether filling strategic leadership positions to support overseas expansion or developing the careers of high potential employees through global exposure, International Human Resources (IHR) and Payroll professionals are faced with meeting the challenges of global mobility. To help companies address these areas, Deloitte offers the International Assignment Fundamentals program to professionals who are new to IHR Assignment Management, or those already in the area who are looking for a refresher course. This program will provide attendees with the tools and knowledge they require to help them recognize and meet these challenges, make informed decisions and manage their global assignee population.

Our GES professionals will facilitate this day-long program. The panel will lead a discussion on all issues faced in the global deployment of resources – the development of policies designed to support an organization's global business strategy, global tax planning, and process development techniques to ensure global and local compliance, expatriate compensation and payroll, immigration, as well as recent trends in international assignments. General definitions, common practices and processes, as well as real-life examples will also be shared.

### **Learning Objectives:**

- Participants will gain a basic understanding of international assignment and tax equalization concepts.
- Participants will obtain the ability to address common issues around managing global mobility programs.
- Participants will obtain a broader understanding surrounding the impact of cross-border movement on policy, process, immigration, compensation, and tax.

# Plenary Sessions

Wednesday, September 17, 2008

*To be confirmed*

Thursday, September 18, 2008

**Return on Investment for Companies and Expatriates  
in the Global Mobility Arena**

**Yvonne McNulty, Monash University**

Using best practice approaches in combination with a realistic look at the challenges associated with measuring expatriate return on investment (“ROI”), Yvonne McNulty from Monash University, will provide an overview of the findings of her recent global study on expatriate ROI. Using data from 51 global firms, this session will provide an in-depth look at ROI in practice and offer practical solutions from companies who are implementing effective ROI systems and processes.

Friday, September 19, 2008

**The Climate Challenge and Asia’s Future**

**Don Kanak, Non-Executive Chairman of Prudential  
Corporation Asia**

Asia’s development has been extraordinary. But has breakneck economic growth come at the expense of the environment and global climate? What are the implications for Asia’s continued growth on our companies, communities and families? Drawing from his more than 25 years as both a leader in business, and as an advocate on environmental policy, Don Kanak will share his thoughts and perspective on these critical questions.

# Workshops

## **Administration of Equity Compensation Plans: How Prepared Are You?**

Equity compensation has become a key element of remuneration planning for most organizations. As the rules regarding the taxation of equity plans and accurate monitoring, tracking, and reporting grow more complex, how can employers better navigate this new landscape? Drawing on the experience of our clients, external administrators, and our own equity plan specialists, this session will explore best practices around equity plan administration. We will look at both global and regional regulatory reporting and compliance requirements, recent trends in equity plan set up and administration, and the technology tools that will help you keep one step ahead in this challenging area.

## **Asia-Pacific Northern Regional Update: Hong Kong, Japan, Korea, Taiwan**

This session's main focus will be to review the major tax, social security, and immigration changes that have taken place over the past year in these countries. In order to understand the context in which these changes have arisen, we will also give a brief overview of individual income and employer taxation in each country. Presenters will also provide an overview of recent HR trends, labor issues, and other factors relevant to living in these countries, which will be of interest to employers with mobile employees in the region.



## Workshops *continued*

### **Asia-Pacific Southern Regional Update: Australia, Indonesia, Malaysia, New Zealand, Philippines, Singapore, Thailand**

This session's main focus will be to review the major tax, social security, and immigration changes that have taken place over the past year in these countries. In order to understand the context in which these changes have arisen, we will also give a brief overview of individual income and employer taxation in each country. Presenters will also provide an overview of recent HR trends, labor issues, and other factors relevant to living in these countries, which will be of interest to employers with mobile employees in the region.

### **China Spotlight**

This session will feature an update on the latest regulations impacting PRC mobility. This will be followed by a moderated panel discussion on the latest trends and issues impacting PRC tax, compensation and benefits, and immigration. A moderator will field questions from the audience to make this an interactive session.

### **Common Tax Planning Techniques: Australia, Hong Kong, Japan, and Singapore**

In this workshop, presenters will go "back to basics" to introduce key tax planning strategies for Australia, Hong Kong, Japan, and Singapore, that will enable you to ensure maximization of the tax efficiency of your spend on mobility benefits. In addition to talking through the planning aspects, we will look at recent auditor movements and also introduce best practices for the countries being discussed.

### **Cost of Living Challenges for Assignments in Asia-Pacific**

Many countries in the Asia-Pacific region are perceived to be cheaper than those in other regions around the world which affects the perception of the allowances which should be offered to assignees. What are the common allowances received by assignees in the Asia-Pacific region and how do companies use internal systems and/or vendors to assist them in managing those allowances? We will discuss using examples from the field and highlight Cost of Living Adjustments (COLA), housing, hardship, and auto allowances.

### **EMEA Update**

This workshop will focus on Asian inbounds into a number of key EMEA countries. Topics to be discussed will include tax, social security, pension, and labor law issues. The presenters are Deloitte representatives from Germany and the Netherlands who have many years of experience in working with Asian inbounds into their respective countries.

## Workshops *continued*

### **Ending the Assignment – Managing Costs and Protecting the Business**

During this session, presenters will discuss the alternatives of cost-effective localization or termination of an international assignment as global economic conditions continue to be challenging. Speakers will review localization as part of an HR global mobility strategy, the drivers for the localization decision, why “enhanced local” could be a better approach, how best to transition expatriates on assignment to local status, and the issues and challenges to consider when taking the localization approach. Learn about problems employers have faced when dealing with cessation of an employment contract, including an examination of cross-border issues (recruited in one jurisdiction but working in another on termination), the enforceability of post-termination restrictive covenants, and the calculation of damages when things go wrong.

### **Global Mobility Policy Trends**

The changing paradigm in global mobility is challenging the existing traditional global mobility policies. This session will provide information on the latest developments in policies, and will also provide insight into how Johnson & Johnson is adapting its policies to support its global mobility program.

### **Global Mobility, Strategic Alignment, and Talent Management**

The competition for critical talent continues to intensify, and many companies are re-evaluating their global talent management practices. As business objectives continue to focus on growth in emerging and other non-traditional markets, and companies search globally for new workforces, the global mobility function has become a critical tool for developing and deploying key talent. Moving forward, it must also change from being a transaction-based employee service provider to being a strategic and innovative business partner. We will address how mobility can be transformed to meet strategic talent objectives while still serving immediate business needs. We will also discuss integrating the global mobility function with other strategic HR functions such as talent management and leadership development to deliver maximum value to the organization.

### **How to Avoid Mobility Deal Breakers – Family Issues**

Family issues are, arguably, one of the most common reasons for assignment failure or low acceptance levels. This workshop will discuss some of the common family issues that arise and discuss alternatives and planning strategies to help mitigate them. In particular, the workshop will examine such areas as the Look-See Trip, Schooling, Spousal Support, Hardship Locations, Intercultural Training, and others. We will also share information gathered from survey data, case studies, as well as from the experiences of our presenters. The workshop will be led by Deloitte GES Partner Stephen Green, a married father of two, who has worked in Russia, Thailand, China, and Hong Kong. Stephen will be joined by representatives from educational and intercultural training service providers, who have helped employers and expatriate families located across the Asia-Pacific region.

## Workshops *continued*

### HR and Tax – Courtship or Marriage?

With the emphasis of corporate governance, many corporations are increasingly focused on being fully compliant, particularly to payroll reporting for the mobile employees as well as the need to be cost effective in handling international mobility. As such, it may no longer be advisable for HR professionals, who traditionally may not be equipped to handle tax matters, to ignore the tax issues surrounding international mobility. This session seeks to provide the HR professionals with an understanding of tax issues relating to international mobility, specifically on the taxability of compensation items, employer's reporting obligations, and tax efficiency in compensation structuring. It aims to enable HR professionals to better appreciate the need to work closely with various groups, i.e. the finance and tax team within the organization, the tax service vendor in managing the international mobility successfully, etc.

### Immigration Strategies

During these challenging economic times, global businesses are forced to rethink the way they manage costs, strategies, and growth. This includes the need to review immigration requirements in relevant countries to best manage regulatory and compliance requirements, while ensuring business needs are satisfied. We will discuss immigration strategies for global businesses, taking into account each country's unique economic, regulatory, and cultural environment. "Hot topics" across various Asia-Pacific jurisdictions will be discussed, as well as the latest updates and most current immigration news, which will focus on how to successfully secure global talent during a time when governments are introducing tougher immigration laws that include ongoing monitoring, enforcement, and prosecution for non-compliance.



## Workshops *continued*

### **India Spotlight**

In India's rapidly globalizing business environment, there have been a slew of tax amendments and controversies. In this session, presenters will focus on recent amendments in tax laws that will have a great impact on a globally mobile workforce. These law changes include the Fringe Benefit Tax, rulings with regard to secondments to India, PE exposure, and changes in legislation relating to ESOP. In addition, the presenters will also discuss the practical aspects of certain tax and assignment planning initiatives for India.

### **Interactive Policy Benchmarking for Asia-Pacific**

The challenges for global mobility in Asia-Pacific are as varied as the cultures that exist in the region. In this interactive session, we will offer insights into how companies are meeting these challenges and help attendees gain a better understanding of the approaches being taken to meet the global mobility demands for Asia-Pacific. During this session, attendees will also have the opportunity to network with peers and across industry groups to see how other organizations are approaching policy planning, benefit levels, and other initiatives that can be considered for possible implementation in your own organization.

### **It's Not in the Policy – Things You Don't Know, but Wish You Did**

This session will focus on the myriad events that can impact international assignees, from civil wars to medical pandemics. The panel of experts will share war stories (which can happen even when they are least expected), outlining their experiences and how their international assignment team managed the situation. Even when policies cannot anticipate every eventuality, this session will offer insight into putting in place appropriate procedures to manage the unexpected.

### **Not (Just) Another Business Trip: An Integrated View of the Regulatory, Policy, and Cost Aspects of Short-Term Business Travel**

Many companies have designed and implemented systems and processes to handle business travel. However, proper compliance, control, risk management, and cost management of business travel still remain elusive. During this session, presenters will examine business travel from an integrated and holistic point of view that incorporates the regulatory, policy and cost management aspects of this business-critical category of employee mobility. We will uncover the interdependencies between corporate, individual, and employer compliance, and explore current trends in short-term travel process management that allow companies and stakeholders to meet their obligations in the very fluid world of business travel and short-term assignments.

## Workshops *continued*

### **Outbound to the United Kingdom**

There are three current hot topics in respect of expatriate tax affairs – the changes in HMRC’s approach to investigations, Short-Term Business Visitors (STBV) and changes to the UK personal tax legislation effective from April 6, 2008. Presenters will outline the new risk profiling position and penalty determination mechanisms and discuss how employers can mitigate their risks. The tax treatment of STBV is an area that the UK tax authorities have been paying particular attention to recently, and there will be a discussion about the risk to employers and simple steps that can be taken to minimize exposure to disputes over tax liabilities. Also, major changes to the taxation of non-UK domiciliaries were announced in the Budget in March 2008, which affect most expatriate employees and their employers. Join us to hear about the potential impact of these changes, and the real issues that employers need to consider.

### **Outbound to the United States**

A significant increase in both short-term and long-term assignments from the Asia-Pacific region to the U.S. requires special consideration for global mobility managers. Please join us for a discussion of the issues surrounding outbound assignments to the U.S., including home country tax considerations, U.S. tax compliance issues, HR policies regarding tax equalization, pension and benefits issues, family-related concerns, repatriation, and other related issues. We will also explore the challenges and guidelines that global mobility managers may need to consider for outbound assignees to the U.S.

### **Pension and Social Security Obligations**

This session will explore the pension and social security obligations associated with sending employees on assignment. We will also look at how the various tax treaties and country tax systems will affect the planning of companies with “global employees.” Examples will be used to illustrate these and other examples, and to highlight best practices.

### **Permanent Establishment Issues for HR Professionals**

Given the significant mobility of expatriates and the costs pertaining to this mobility, companies will want to avoid adding a layer of corporate tax and administrative costs that would result from a permanent establishment (PE) in a foreign jurisdiction. Presenters will discuss effective ways for IHR professionals to identify, monitor, and prevent the potential corporate tax-related risks and exposures involved with a PE resulting from an expatriate assignment. We will also provide specific examples of how HR and tax can work together to effectively manage PE risk and what systems and processes need to be in place to manage the challenges faced by large and expanding organizations.

### **Regional Payroll Challenges and Solutions**

Delivering compliant expatriate payroll in Asia-Pacific presents many challenges. This solution-oriented session will highlight the issues that appear consistently around the region and drill down to the country level, focusing on the principal areas of risk. Presenters will share a case study that illustrates how a major European corporation addressed its expatriate compliance issues and identified key project drivers. The session will also focus on how they identified a global service delivery model that can flex to cater to country nuances, how the program was rolled out and the ultimate impact on its assignees as well as HR and finance professionals.

## Workshops *continued*

### **Returns to China/India**

The high growth markets in China and India have seen an increasing trend in the “returnee” population opting to return to work in their “home” countries. While the returnees have an inherent advantage when settling in, they face certain special challenges as well. In this session, we will discuss some of the typical issues faced by returnees in China and India and how these are being addressed.

### **Spotlight on China: Talent Management**

The rapidly expanding Chinese economy is creating a highly competitive environment for employers looking to find and retain Talent. In an age in which growth is largely a product of creative and technological advancements, companies that want to dominate their industries must be able to attract and retain talented employees. They must also engage people like never before if they want to innovate or grow. Only those employers that can win the hearts and minds of their top talents will be able to deliver value over both the short and long terms. This session will help to share some of the best practices that other companies are doing in China in the areas of talent management and retention, and also review some of the myths of doing business in China.

### **Supporting Your Global Mobility Workforce: The In-Source Versus Outsource Debate; Understanding Your Sourcing Options**

In principle, outsourcing seems a relatively straightforward proposition – a company hands over operation of a specific business function to a vendor in order to achieve greater operational simplicity and efficiencies in all stages of the value chain. However, in many cases, the theoretical basis for operating cost efficiencies is tied to the notion of economies of scale, but the highly personal and “high-touch” nature of global mobility services often precludes the realization of significant operating cost savings on this basis. As outsourcing and insourcing both can provide benefits to global organizations, this session will explore various alternatives employed by various companies as well as criteria to consider in evaluating the right balance within your organization.

### **20:20 Foresight**

We all want to know what our world will be like in the future, and we all listen with great interest to the predictions of a fortune-teller. Some of us also have prescient views of tomorrow. One thing is certain, and that is as the world revolves, global mobility continues to evolve. In this session, we will venture on both a serious and not-so-serious journey into the future and take a peek at the world of global mobility as it could look 12 years from now. Our goal is to get a glimpse of what that environment will be like and discuss what that will mean for all of us as corporate HR and Tax Managers (and as service providers) and predict the impact on the support services we will provide to our companies and their expatriate employees.

## Workshops *continued*

### **Vendor Selection and Management**

This session will be led by two leading multinational companies sharing their experiences within vendor management, from the tender process used for their service providers, including what prompts them to go to tender, what criteria they use in their selection process, which services they decide to outsource and why, and how they manage relationships with providers. The session will also cover lessons learned; what went well and what didn't go so well in vendor relationships.

### **Vietnam Spotlight**

On November 10, 2007, the Vietnamese National Assembly approved the long anticipated Law of Personal Income Tax to enter into force on January 1, 2009. This reform will significantly shake up the tax planning of transactions involving individuals working and living in Vietnam.

Expatriate employees will soon face the new tax regime. Multinational enterprises must take into account the new Personal Income Tax rules to assess what has changed in their responsibilities for income taxes on salaries and benefits of their cross-border employees.

Vietnam spotlight provides an overview of the new Law on Personal Income Tax as well as any implications and practical issues likely to be encountered by expatriate employee and employer.

### **Web 2.0 Leveraging New Technology Effectively to Improve Communication and Collaboration with Your Mobile Workforce**

Web resources support and mold our financial, commercial, and social interactions and provide increasingly unique and personal experiences. Generation Y brings with it new expectations, while those already established in the workforce are also demanding greater sophistication from technology. This evolving breed of astute and collaborative users has driven the rise of content contribution and social networking tools. These changes are often collectively referred to as "Web 2.0". This session will explain the rewards and challenges of Web 2.0 and help answer some key questions: Are you leveraging new technology effectively to improve communication and collaboration with your mobile workforce? Can virtual relationships enhance the management of your IA program? How can your organization utilize technology to keep up with the growing demands of those entering employment?

# Logistics

## Venue

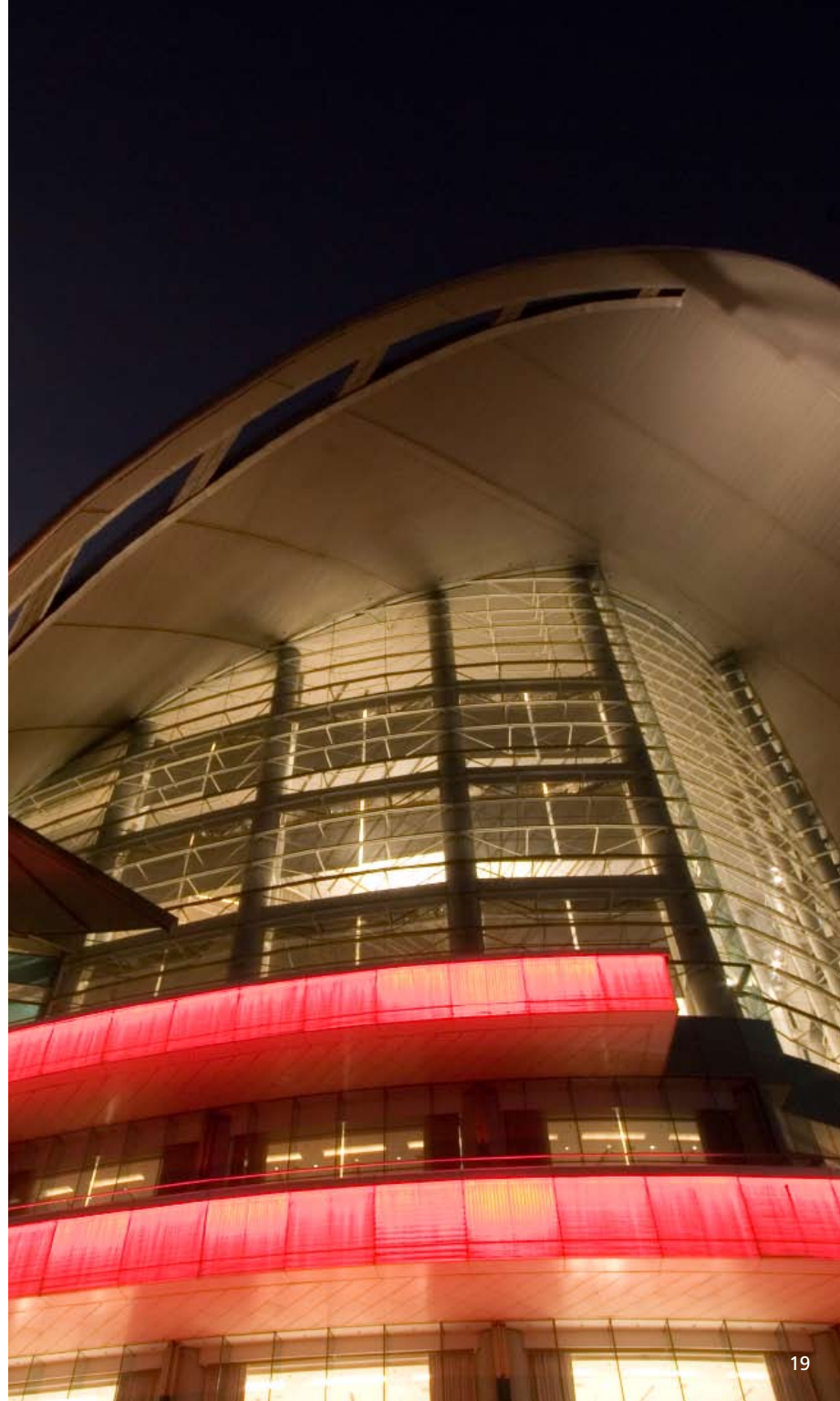
The Asia-Pacific Global Employer Services Conference will begin with a welcome reception on Tuesday, September 16, and conclude with lunch at 12:00 p.m. on Friday, September 19, at the Hong Kong Disneyland Hotel.

Hong Kong Disneyland Hotel  
Lantau Island  
Hong Kong  
Telephone: +852 3510 6000  
Facsimile: +852 3510 6333

## Accommodation Details and Rates

We have reserved a limited number of rooms for participants at the Hong Kong Disneyland Hotel at a special rate of HK\$1,300.00 per room per night plus 10% service charge and 3% tax for a standard king or a room with two double beds. We would be pleased to make your hotel reservations for you based on the information you provide when registering.

Please be aware that all delegates are responsible for settling their own accommodation charges along with any incidentals on their day of departure and will need to provide a credit card to the hotel upon check-in.



## Logistics *continued*

We ask that you do not contact the hotel directly so as to avoid any confusion or duplicate reservations.

Check-in: 3:00 p.m.

Check-out: 12:00 p.m.

### Ground Transportation

The Hong Kong Disneyland Hotel is located 15 minutes from Hong Kong Airport. Taxis are available at a cost of approximately HK\$120.00 – HK\$130.00 each way.

Private car service is available from the airport to the hotel at a rate of HK\$490.00 one way. For reservations, please contact the hotel concierge via email at [Constance.Kuk@disney.com](mailto:Constance.Kuk@disney.com).

### Conference Registration Fee

The conference registration fee is US\$650 if you are attending the Fundamentals session only on Wednesday, September 17. To participate in the entire conference, Tuesday, September 16 – Friday, September 19, the tuition cost is US\$2,500 and includes all sessions, materials, meals, and entertainment throughout the conference. It does not include any transportation costs to the conference or accommodations.

### Early Bird Discount

Take advantage of our early bird discount!

If you register on or before Friday, August 8, you will enjoy our early bird registration rate of US\$600 for the Fundamentals session only on Wednesday, September 17, or US\$2,200 for the full conference.

### How to Register

Please register online by using the following link:

<http://www.deloitteconference.com/profile/web/index.cfm?PKwebID=0x3610189bd> or visit: [www.GADeloitte.com](http://www.GADeloitte.com).

Click on 'All Events' on the homepage. No user name or password is required. Scroll to the Asia-Pacific Conference and click on the link for Conference Registration.

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### Cancellation

Registrants that cancel on or before Monday, September 1, will not be charged. Substitutions are acceptable at any time. Cancellations received on or after Tuesday, September 2, will be subject to a 50% fee and any no shows will result in the loss of full tuition.

### Conference Attire

Business casual attire is appropriate throughout the conference. During September the daily temperature in Hong Kong can reach a high of 33 degrees Celsius/91 degrees Fahrenheit and a low of 22 degrees Celsius/71 degrees Fahrenheit.

## Logistics *continued*

### **Travel Documents (passports and visas):**

A valid passport is required to enter Hong Kong. Please check with your local Consulate to determine if you require a visa for entry. If you require a letter of invitation on Deloitte & Touche letterhead, please contact Margaret Kelley at +1 203 261 7818 or via email at makelley@deloitte.com.

### **Local Currency**

The local currency is the Hong Kong Dollar. Exchange services and ATMs are available at the airport and throughout the city.

### **Guest Attendance**

Only conference registrants may attend the sessions and meals associated with the conference. However, you are invited to bring a spouse/guest with you to the social events during the conference: welcome reception, (Tuesday, September 16), gala dinner (Wednesday, September 17). Please indicate their attendance during your registration.

Attendance fees are as follows: US\$75.00 per event or US\$150.00 for both.

Your credit card will be charged accordingly for whatever selection you make.

### **To Follow**

Prior to the conference, confirmation details will be sent to you. These details will include further information on logistics and other information that may have changed since the printing of this program.

### **The Global Café**

Please determine which three countries and/or regions you would most like to hear more about during the Conference. During our Global Café we will provide you with an opportunity to hear about the most significant global mobility trends affecting that region and/or country and the issues affecting practitioners sending employees there.

Australia  
China  
EMEA  
Hong Kong  
India  
Indonesia  
Japan  
Korea  
Malaysia  
New Zealand  
Singapore  
Taiwan  
Thailand  
United Kingdom  
United States  
Vietnam

Once we receive your registration, full confirmation will be forwarded to you. We look forward to seeing you in Hong Kong!

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