

**Baker
McKenzie.**

Senior Executive Advisory Solutions

Your one-stop shop for Executive and Employee matters

Your labour issues resolved

BMobile

Employment | Immigration | Tax | Pension



WHAT SETS US APART: Our Regional Expertise

- ✓ a large team of immigration lawyers who are well-versed in local business requirements
- ✓ an award-winning team of tax experts with wealth of experience on tax issues involving executives and mobile employees
- ✓ seasoned pension professionals in different offices familiar with the structure and regulatory issues covering both regulated and bespoke incentive plans
- ✓ a team of top ranked employment lawyers specialising in contentious and non-contentious matters

SERVICES WE OFFER

We provide "one stop" comprehensive solutions to employers to account for any operational, business change and administrative issues that may arise in the dynamic global workplace. Specifically, we:

Employment:

- Develop contracts and related documents to convey complex technical issues in simple terms
- Provide guidance on navigating local employment laws when implementing incentive plans, handling difficult terminations and employment disputes, and minimizing legal exposure

Pension/Incentive:

- Design and implement local and international incentive plans tailored to client needs
- Create practical solutions for managing incentive plans amid major business change and restructuring projects, including corporate transactions

Tax:

- Advise on tax structures that achieve corporate/executive cost savings
- Advise on compliance with employment tax, social security and employer withholding obligations, including those related to globally mobile employees



Immigration:

- Advise on and assist clients with obtaining necessary permits and visas for executives to legally work wherever the business requires



AWARDS AND RANKING

Band 1 for Employment: PRC Law (China/Hong Kong)
Band 1 for Insurance (China/Hong Kong)
Band 1 for Tax: PRC and Hong Kong Law
Leading law firm for Employment: Hong Kong Law (China)

■ Chambers Asia Pacific 2020

Band 1 for Private Client/Wealth Management (China/Hong Kong)

■ Chambers Asia Pacific 2019

Tier 1 for Labour and Employment (China and Hong Kong)
Tier 1 for Tax and Trust (China/Hong Kong)
Leading law firm for Insurance (Hong Kong)

■ Legal 500 2020

Tier 1 for Tax (China/Hong Kong)
Tier 1 for Tax Transactional Firm (China/Hong Kong)

■ International Tax Review 2019

Recognized for our work in the 'Pension Funds (MPF Market)' as "the premier legal advisor of pension funds in Hong Kong accounting for 80% of the MPF market share and acting in all the city-state's Mergers and Acquisition pension deals."

■ IFLR1000 Specialists 2019 Guide



REPRESENTATIVE DEALS

Assisted one of the largest insurance providers in the world in conducting the employment due diligence and advising on secondment arrangements in relation to its strategic investment in an InsureTech start up in Hong Kong.

Assisted a global asset manager to develop a comprehensive register of the business' statutory obligations in relation to its workforce in 8 jurisdictions across the APAC region. Baker McKenzie provided advice in relation to remuneration, pay equity, working time restrictions, retirement and benefits, equal employment opportunity; and discrimination.

Assisting a Fortune 500 investment bank and financial services company on the ongoing management of its mobility program for the Greater China region, which involves over 1,000 visa transactions a year to support projects including the firm's annual training and hiring program, transfer of executives and professional staff from overseas offices, short-term assignments, and lateral hires.

Advising numerous financial institutions on compliance with AEOI/ CRS and FATCA including documentation and planning. In particular, advising several trustees and administrators of Hong Kong retirement schemes (MPF and ORSO) on their obligations following a recent legislative change in Hong Kong.

Looking after the products of our MPF clients (accounts for over 80% market share in Hong Kong) throughout their life span, from the setup, any proposed merger or termination and anything in-between covering various regulatory and structural matters that our MPF clients face.

Assisted European technology company successfully defend against lawsuits brought by its China country manager in both Beijing and Hong Kong, as the manager was employed by a Hong Kong company but based in Beijing.

Advising the private trustee business of a major financial institution on the tax and trust issues as well as exit strategy relating to the trustee's retirement of its various roles in a significant client relationship.

Assisted US retail company and European luxury brands company structure the employment of senior executives who were relocating from Hong Kong to mainland China, covering Hong Kong and PRC employment, tax and immigration issues.

Key contacts



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