

Baker McKenzie's **Asia Pacific Immigration and Mobility** (AIM) team's **bMobile** aims to provide an integrated, one-stop cross-border mobility solution across immigration, employment and tax laws in Asia Pacific.

The **Asia Pacific bMobile** program provides 360-degree legal advice and assistance throughout the workforce mobility lifecycle.



## Our Value Proposition

- We have an established regional and global footprint with local specialized teams covering the major markets in Asia Pacific and around the globe.
- Operating as one Firm, we have an excellent international reputation for our cross-border legal expertise and global footprint.
- We provide bespoke solutions for our clients' specific cross-border mobility needs and objectives.
- Our highly developed experience in Asia-Pacific legal systems, combined with our in-depth local knowledge and understanding of the cross-border workforce mobility challenges and opportunities unique in the Asia Pacific region make us a truly leading law firm that specializes in immigration, employment, and tax laws, and pension and equity incentive schemes.



## Contacts



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## Integrated Solutions for International Mobility

We deliver bespoke cross-border workforce mobility solutions to our clients in Asia Pacific and help businesses navigate complex employment, tax and immigration laws.

- Provide expert insight and guidance to navigate ever-changing and complex immigration laws.
- Help design bespoke workforce mobility strategies and policies to align with long-term talent management plans while maintaining full regulatory compliance.

- Prepare employment contracts, secondment letters, and related documents to address home country and host country issues as applicable.
- Provide guidance on navigating local employment laws when implementing incentive plans, handling difficult terminations and employment disputes, and minimizing legal exposure.



Immigration



Employment



Tax



Pension/Incentives

- Effectively manage corporate tax and permanent establishment tax exposure.
- Advise on compliance with individual income tax, social security and employer withholding obligations, including those related to globally mobile employees.
- Advise on compensation structures that may minimize individual income tax for mobile executives.

- Seasoned pension professionals across different offices who are familiar with the structure and regulatory issues covering both regulated and bespoke incentive plans.
- 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.