



Today's Challenges, Tomorrow's Strategy

March 20th, 2013 (Wednesday)
8.30 am to 2.00 pm

Today, organizations are operating in a complex and demanding environment globally. Human Resource professionals are facing a daunting list of complicated and diverse benefits and healthcare issues, where solutions are not immediately obvious. War for talents, workforce diversity and escalating healthcare costs are raising challenges for organizations. Having global expertise coupled with local solutions is critical for Human Resource professionals in dealing with today's challenges faced in rapidly expanding organizations. MAXIS GBN cordially invites you to join this forum and you are also welcome to invite a HR professional from another organization. We aim to bring you valuable insights from various respected organizations and industry experts to support Human Resource professionals to prepare for Today's Challenges, Tomorrow's Strategy.

Seminar Venue

Four Seasons Hotel, Hong Kong
Peak Suite (Level 45)
No 8, Finance Street, Central
Hong Kong



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Time	Event Overview
8.30 am to 9.00 am	Registration and Breakfast
9.00 am to 9.05 am	Opening <i>Didier Weckner, Chairman MAXIS GBN</i>
9.05 am to 9.30 am	APAC Benefits Overview <i>Joyce Chow, Senior Consultant Mercer (Hong Kong)</i>
9.30 am to 10.15 am	Healthcare Trend in Asia <i>Dr Cristina Chang, Medical Director Venus Tsang, Communications Director Sanofi HK & Taiwan</i>
10.15 am to 10.45 am	Building A Resilient Workforce <i>Gary Barnes, Director - Asia Pacific AXA ICAS</i>
10.45 am to 11.00 am	Coffee Break
11.00 am to 11.30 am	Employer Rights & Obligations On Medical Leave and Maternity Leave in Hong Kong and China <i>Cynthia Chung, Partner Iris Cheng, Partner Deacons</i>
11.30 am to 12.00 pm	Leveraging Through Technology: A Cost Effective Approach To Employee Benefits Program <i>Ben Li, Chief Health & Employee Benefits Officer AXA CR</i>
12.00 pm to 12.05 pm	Closing Statement <i>Herve Balzano, Managing Director MAXIS GBN</i>
12.05 pm to 2.00 pm	Lunch



MAXIS Global Benefits Network (MAXIS GBN) is the world's largest international employee benefits network by geographic coverage.

MAXIS GBN was founded in 1998 by AXA and MetLife, two leading global insurers. MAXIS GBN includes locally licensed member insurance companies in over 110 countries, is trusted by over 750 multinational employers and covers 1.5 million employees worldwide.

MAXIS GBN is more than just another pooling network; we are a global employee benefits solutions provider. We aim to help put multinational companies in control of their worldwide employee benefit programs and align global with local priorities through innovative, tailored and streamlined solutions supported by quality services.

750 multinational clients

170+ multinational pooling programs managed

18 employee benefits captive arrangements in operation

550+ staff working on multinational accounts

Over 100 countries covered

10 core regional offices

**New York, Chicago, Miami,
London, Paris,
Amsterdam, Milan, Zurich,
Hong Kong, Singapore**



Didier Weckner
Chairman
MAXIS Global Benefits Network

CEO of AXA France Group Life Business since 2003, in charge of the coordination of the Group Life activities of AXA and Chairman of the operational Group Life Board, Didier is also acting Chairman of the MAXIS network.

He joined AXA Group in 1987 as an internal auditor and later head the International Audit. From 1992, he held various positions for 9 years in AXA France individual life businesses (technical, commercial and CEO). He was also responsible of P&C activities (Regional CEO). Didier is a graduate of the Ecole Nationale Supérieure des Arts et Métiers (Engineering), and of the Institut d'Administration des Entreprises de Paris (Business School). He is a fellow of the French Actuarial Society.

His professional and societal commitment has also taken him to join the Bureau Commun des Assurances Collectives (a major consortium of insurance companies) and the Mouvement des Entreprises de France or MEDEF, the largest French union of employers.



Hervé Balzano
Senior Vice President, Managing Director
MAXIS Global Benefits Network

Hervé Balzano started working for the AXA Group in 1999 as Head of Control for life insurance operations.

Subsequently he joined AXA France's Group Life division where he since held various positions: Head of Claims & Administration for Group Employee Benefits (Life and Medical) and Head of Business Development for Corporate Life business.

On 1 January 2010, he was appointed Head of the International Employee Benefits Business Unit.

Prior to joining AXA, Hervé was Senior International Account Manager at GMC Services from 1995 to 1999.

He graduated from Paris X University as Master in Banking & Finance - subsequently obtained Post-graduate degree in Economy and also holds an Exec MBA of CNAM Institute in Insurance and Management.



Thierry Mestach
Vice President, Head of Business Development
MAXIS Global Benefits Network

Thierry Mestach joined the AXA Group in 1998 working initially for AXA Belgium and joining the MAXIS network in Paris in November 2000 as Senior Account Manager. Within the network he has held several positions, including member relations, before taking over as Head of Business Development in 2007.

Since 1 November 2010 and the official start of MAXIS GBN, Thierry heads up the business development activity with a particular focus on managing sales for European and Asian markets.

Prior to joining AXA, he worked as IEB-manager for Winterthur International Network and as local EB sales executive for AG Insurance in Belgium. Holder of Master Degree in Politics - International Relations of Vrije Universiteit Brussels and International Employee Benefits Diploma (Dip IEB).



Juliet Kwek
Regional Director Asia Pacific
MAXIS Global Benefits Network

Juliet Kwek joined the MAXIS network in 2011 as the Regional Director for Asia Pacific soon after the establishment of an Asia Pacific office in Hong Kong to better focus on our clients. Prior to joining the MAXIS network, Juliet had another 10 years of experience leading business development in Asia Pacific for employee benefits in AIG and Mercer. Juliet is a graduate from Curtin University of Technology in Australia with a double major in Banking and Finance.



Benjamin Li
Chief Health and Employee Benefits Officer
AXA China Region Insurance Company Limited
AXA General Insurance Hong Kong Limited

Benjamin Li is the Chief Health and Employee Benefits Officer of AXA Hong Kong. In his current role, Benjamin oversees the newly-established Health and Employee Benefits division, which comprises business lines of Individual Health, Employee Benefits and Pension Business. He is a member of the Executive Committee of AXA Hong Kong. Benjamin joined AXA Hong Kong in June 2006 as Head of Financial Intermediaries and successfully transformed the company's broker channel into a sizable operation. He was promoted to Chief of Pension and Broker Channel Officer and Chief Partnership Distribution Officer in 2010 and 2011 respectively. Prior to joining AXA Hong Kong, Benjamin was with a number of financial institutions including Core Pacific-Yamaichi and ING Barings before co-founding an IFA in Hong Kong. Benjamin graduated from the University of Cambridge with a Bachelor of Arts degree in Engineering and holds the Chartered Financial Analyst (CFA) designation. He is also a member of the Retirement Schemes Working Group, Hong Kong Federation of Insurers.



Joyce Chow
Senior Consultant
Mercer Hong Kong

Joyce is a Senior Consultant of Information Solutions at Mercer (Hong Kong) Limited. She is the consumer goods industry and healthcare services industry consultant. She is also the Survey Manager of a regional industry compensation and benefits survey. Prior to joining Mercer, she had over 13 years of experience in full spectrum of human resources and compensation and benefits areas in banking, property development and hotel industry. She holds an Bachelor of Business Administration from the Open University of Hong Kong and a Higher Diploma of Hotel Management from the Polytechnic University of Hong Kong.



Dr Cristina Chang
Medical Director
Sanofi Hong Kong & Taiwan

Cristina graduated from the National Science University of Asuncion, republic of Paraguay in 2004, majored in General Surgeon, Gastroenterology and Hepatology. She obtained license of Medical Doctor in Spain and USA. Cristina worked as a Medical Doctor of Internal Medicine in the Hospital Clinic of Barcelona from 2001 to 2005. She began her career in pharmaceutical company from 2005 as Medical Advisor and Medical Information Manager at Novartis till 2008, then joined AstraZeneca as Medical Affairs Manager and Product Physician till 2010. Before joining Sanofi, Cristina worked at Abbott Laboratories as Medical Director for Taiwan and Korea. Cristina possesses practical and sound experiences in pharmaceutical industry. She managed all medical affairs, clinical research, regulatory, pharmacovigilance, safety, quality assurance, promotional compliance, external engagement and KOL management. As a Medical Director of Sanofi HK & TW, Cristina oversees the well-running and medical affairs of both Taiwan and Hong Kong offices.



Venus Tsang
Communications Director
Sanofi Hong Kong

A graduate of the Chinese University of Hong Kong with major in Journalism and Mass Communications, Venus started her professional career in the Corporate Communications Department of Cathay Pacific Airways.

Venus was soon promoted to Assistant Manager, Corporate Communications, to oversee the opening of the Hong Kong International Airport in Chek Lap Kok and became the first Corporate Communications Manager of the Hong Kong Air Cargo Terminal Limited – the world's largest air cargo terminal, responsible for the set-up of the new department and development of new corporate identity.

An awardee of the Chevening Scholarship by the Foreign and Commonwealth Office in London, Venus pursued her Master degree study in the University of Leeds and was graduated with distinction, majoring in MSc in International Marketing Management. She was also awarded the Best Marketing Student by the Chartered Institute of Marketing in 2001.

Since 2005, Venus was the Communications Director of Sanofi Hong Kong, French No. 1 pharmaceutical company, in charge of all kinds of communication activities, ranging from corporate branding, product communications, CSR, media relations to crisis management.



Gary Barnes
Director - Asia Pacific
AXA ICAS

Gary Barnes has worked within the health division of the AXA Group for the last 13 years. Within the UK and Europe he has worked closely with many multinational organizations looking at their absence management, available health services, employee benefits and insurances to assist with returning people to work following general, physical and psychological ill health. This has often resulted in a better focus on support services, reductions in risk and appropriate use of insurances. More importantly, follow up work has focused on identifying and preventing possible future absence by introducing better training and proactive awareness measures.

In early 2012 Gary re-located, with his family, to Asia Pacific to replicate this type of work with many organizations that are already well known to AXA ICAS International and to offer this advice and support to potential new clients. His focus is initially on mental wellness and wellbeing recognizing that a fit and healthy employee – both in body and in mind – will attend, and perform, consistently well at work.



Cynthia Chung
Partner
Deacons

Partner at Deacons since 2001.

University: BCom, University of Melbourne, Australia

LLB, University of Melbourne, Australia

Admission: Solicitor, Victoria, Australia, 1994

Barrister, Victoria, Australia, 1994

Solicitor, England and Wales (non-practising), 1995

Solicitor, Hong Kong, 1996

Principal Practices: Employment Law, Retirement Schemes, Immigration Law, Commercial Law, Financial Services

Experience :

- All kinds of employment related advice, including contentious and non contentious Labour, Discrimination and Privacy Data issues.
- All kinds of advisory work on Retirement Schemes and Provident Funds.
- Preparation of Trust Deeds for Retirement Schemes, Charitable Trusts and Education Fund.
- Various experience with joint venture arrangements and general contractual and companies issues.
- Assisting foreign companies in the establishment of their Hong Kong operations.

Recognition :

Personal

- Recommended in the area of Employment by Asia Pacific Legal 500 (2012 editions).
- Recognised as a leader in the field of Employment in Hong Kong by the Chambers Asia-Pacific (2007 - 2012 editions).
- Acknowledged as a recommended lawyer in the area of Labour & Employee Benefits in the PLC Which Lawyer? (2002 - 2009 editions).
- Acknowledged as one of Asia's Leading Lawyers in the area of Labour & Employment in the Asialaw Leading Lawyers (2007).
- Listed in Euromoney's Expert Guides – Women in Business Law (Labour and Employment) (2012).

Firm

- Deacons has been acknowledged as a recommended law firm in the area of Labour & Employee Benefits by PLC Which Lawyer? (2002 – 2009 editions).
- Deacons has also been recommended in the area of Employment by Asia Pacific Legal 500 (2000 – 2012 editions).
- The firm has been ranked as a leading law firm in the area of Employment in Hong Kong by the Chambers Asia-Pacific (2007 - 2012 editions).
- The firm has also been ranked as a Global 50 Firm for the past four years by PLC Which Lawyer? (2004 - 2009 editions).



Iris Cheng (Shun)

Partner

Deacons

University

LLB, The University of Hong Kong, 2001

PCLL, The University of Hong Kong, 2002

Admission

Solicitor, Hong Kong, 2004

Solicitor, England and Wales (non-practising), 2005

Principal Practices

China Trade and Investment

Experience

- Advising on legal aspects of investment and business activities of foreign investors in the People's Republic of China ("PRC") including:
 - establishment of appropriate investment vehicle or business presence in China, such as foreign invested enterprises (Sino-foreign joint ventures, wholly foreign owned enterprises), holding companies, branches and representative offices;
 - corporate restructuring, mergers and acquisitions;
 - commercial contracts relating to China such as distribution (agency, wholesaling, retailing and franchising), processing trade, manufacturing and supply, technology transfer and licensing;
 - regulatory compliance issues including customs, foreign exchange, employment/labour and tax.
- Advising on the application of the Mainland and Hong Kong Closer Economic Partnership Arrangement ("CEPA") and assisting in the preparation of notarization documents to be issued by China-Appointed Attesting Officer for use in the PRC.
- Advising PRC investors in outbound investments in Hong Kong including mergers and acquisitions and forming of joint ventures etc.



Iris Cheng (Shun)

Recognition

Personal

- Recommended in the area of Corporate & M&A in the PRC in the *Asia Pacific Legal 500* (2012 edition).

Firm

- Deacons was awarded the *Asian Legal Business China Hong Kong Law Firm of the Year* (2006, 2008 to 2012). In 2009, the firm has also been awarded as the handling law firm for the Real Estate & Construction Deal of the year.
- Deacons was awarded in the *Asian Legal Business China Law Awards 2006* in: Hong Kong Law Firm of the Year; China Deal of the Year; M&A Deal of the Year; IT/Telco Deal of the Year; and Real Estate & Construction Deal of the Year.
- Deacons' China Practice Group has been ranked as a top law firm in the area of WTO/International Trade in the *Asia Pacific Legal 500* (2006 to 2010 editions).
- Deacons has been acknowledged as a leading law firm in the PRC in the area of Corporate & M&A (2007 to 2012 editions), Corporate/FDI (2005 and 2006 editions), Corporate and Commercial/FDI (2000 to 2004 editions).

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- The firm has also been recommended in other areas in the PRC by the same publication: Banking and Finance and Dispute Resolution (from 2000 to 2012 editions); Projects and Energy (2005 to 2012 editions); Employment and Real Estate (2006 to 2012 editions).
- Deacons was awarded the "Hong Kong National Law Firm of the Year" at the *IFLR Asian Awards 2006*.
- Deacons has been ranked as a "Global 50 Firm" for six years by *PLC Which Lawyer?* (2004 to 2009 editions), the only Asia based firm to be awarded in this category.
- The firm has been recognised as a top law firm in the area of PRC investment in *China's Top 200 - A Guide to the World's Top Advisors on Investing and Doing Business in the PRC* (1997 edition).

Membership/Appointments

- Member, The Law Society of Hong Kong
- Member, The Law Society of England & Wales
- Member, China Committee of Hong Kong General Chamber of Commerce

Publications/Articles

- Key Employment Tips for China Operations, The Metropolitan Corporate Counsel, August 2009.
- New Development of PRC Social Insurance: Foreign Investors and Expatriates Beware, The Metropolitan Corporate Counsel, December 2011.

Languages

English, Mandarin, Cantonese and Chaozhou



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