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Norrbom Vinding

Conference programme  
24 September 2018, Copenhagen

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# Employing people abroad 2018 – practical solutions to everyday issues for multinationals



Global HR Lawyers  
Plus Laboris

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**8:30 – 9:00**

Registration and welcome  
coffee/tea

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**9:00 – 9:10**

Opening comments by conference chairs  
and presentation of speakers

Conference chairs:  
**Marianne Helstrup**, H. Lundbeck A/S (Denmark)  
**Morten Langer**, Norrbom Vinding (Denmark)  
**Yvonne Frederiksen**, Norrbom Vinding (Denmark)

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**9:10 – 9:30**

Challenges relating to employment and termination in multiple  
jurisdictions – what do we need to know?

Speaker:  
**Morten Langer**, Norrbom Vinding (Denmark)

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**Introduction**

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**9:30 – 10:10**

How can we – in a practical perspective – handle different rules  
on redundancy/dismissal, including valid reasons for dismissal,  
procedural rules, etc., in multiple jurisdictions and still run our  
multinational company in a consistent manner?

Speaker:  
**Steven Turkington-Hansen**, Roche Diagnostics A/S (Denmark)

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**Presentation**

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**10:10 – 10:30**

Coffee/tea

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**10:30 – 11:15**

The best advice from the *Ius Laboris* lawyers to multinationals when  
carrying out redundancies in multiple jurisdictions and having to deal  
with different procedures, levels of protection, etc.

Moderator:  
**Yvonne Frederiksen**, Norrbom Vinding (Denmark)

Panellist:  
**Dr. Alexander Ulrich**, Kliemt. HR Lawyers (Germany)  
**Tiffany Downs**, FordHarrison (USA)  
**James Davies**, Lewis Silkin (UK)  
**Maria Gnutova**, ALRUD (Russia)  
**Karolina Schiffter**, Raczkowski Paruch (Poland)

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**Panel discussion**

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**11:15 – 12:30**

How to plan and carry out redundancies and individual dismissals  
based on performance: choose a country, discuss and receive feedback  
directly from the facilitators

Moderator:  
**Morten Langer**, Norrbom Vinding (Denmark)

Discussion facilitators:  
**Dr. Alexander Ulrich**, Kliemt. HR Lawyers (Germany)  
**Tiffany Downs**, FordHarrison (USA)  
**James Davies**, Lewis Silkin (UK)  
**Maria Gnutova**, ALRUD (Russia)  
**Karolina Schiffter**, Raczkowski Paruch (Poland)

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**Breakout sessions – case-based discussion**

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**12:30 – 13:30**

Lunch

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## 13:30 – 14.15

Mandatory retirement age? Is it legal? Is it advisable? Are there alternative solutions?

### Presentation and panel discussion

Speaker/moderator:  
**Yvonne Frederiksen**, Norrbom Vinding (Denmark)

Panellists:  
**Dr. Alexander Ulrich**, Kliemt. HR Lawyers (Germany)  
**Tiffany Downs**, FordHarrison (USA)  
**James Davies**, Lewis Silkin (UK)  
**Maria Gnutova**, ALRUD (Russia)  
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## 14.15 – 15.15

Consequences of appointing a parent company employee as managing director in a subsidiary abroad

In an employment law perspective?

In a corporate law perspective?

In a tax law perspective?

### Presentation and panel discussion

Speaker:  
**Torben Mølgaard Hededal**, Norrbom Vinding (Denmark)

Moderator:  
**Morten Langer**, Norrbom Vinding (Denmark)

Panellists:  
**Marianne Helstrup**, H. Lundbeck A/S (Denmark)  
**Steven Turkington-Hansen**, Roche Diagnostics A/S (Denmark)  
**Dr. Alexander Ulrich**, Kliemt. HR Lawyers (Germany)  
**Tiffany Downs**, FordHarrison (USA)  
**James Davies**, Lewis Silkin (UK)  
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## 15:15 – 15:45

## Coffee/tea

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## 15:45 – 16:20

Practical advice on implementing a global GDPR set-up including notification, consent, etc.

### Presentation

Speakers:  
**Sara Goul Ærthøj**, H. Lundbeck A/S (Denmark)  
**Elsebeth Aaes-Jørgensen**, Norrbom Vinding (Denmark)

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## 16:20 – 16:50

An opportunity to receive feedback on specific questions or issues in relation to the jurisdictions represented at the conference

### Speed dating with the lus Laboris lawyer of your choice

Lawyers:  
**Dr. Alexander Ulrich**, Kliemt. HR Lawyers (Germany)  
**Tiffany Downs**, FordHarrison (USA)  
**James Davies**, Lewis Silkin (UK)  
**Maria Gnutova**, ALRUD (Russia)  
**Karolina Schiffter**, Raczkowski Paruch (Poland)  
**Elsebeth Aaes-Jørgensen**, Norrbom Vinding (Denmark)  
**Morten Langer**, Norrbom Vinding (Denmark)  
**Yvonne Frederiksen**, Norrbom Vinding (Denmark)

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## 16:50 – 17:00

## Closing comments by conference chairs

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## 17:00 – 18:30

## Networking reception

