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Norrbom Vinding

24 September 2018, Copenhagen

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# **Employing people abroad 2018**

– practical solutions to everyday  
issues for multinationals

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# Employing people abroad 2018

– practical solutions to everyday issues for multinationals

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**We are pleased to announce that this year's international HR legal conference is organised in partnership with H. Lundbeck A/S.**

The challenges facing HR change on a daily basis, especially when operating in multiple jurisdictions. Rules, regulations and best practice vary tremendously from one country to the next, there is increased focus on compliance and many issues need to be coordinated on a cross-border basis, including in relation to the GDPR which is the perfect example in this context.

It is essential for businesses to stay flexible and at all times be prepared to adjust their workforce to meet future needs. When doing that they need to take into account the ever-changing legal landscape across jurisdictions. More than ever, knowledge is key to working in HR also when it comes to the basics of employment and termination in multiple jurisdictions.

To increase awareness and knowledge, H. Lundbeck A/S and Norrbom Vinding invite you to a one-day conference.

At the conference, highly experienced and specialised speakers and panellists will address the above issues and discuss practical and hands-on solutions to the various challenges facing HR today. Our aim is to provide you with inspiration on how to deal with the challenges and issues arising in your day-to-day work.

**The programme includes breakout sessions enabling you to take an active part in discussions addressing various dismissal-related issues in your country of choice, facilitated by the Ius Laboris lawyer from that country.**

The conference brings together experienced professionals from H. Lundbeck A/S and Roche Diagnostics A/S together with HR law specialists from Norrbom Vinding and the Ius Laboris firms in Germany, Russia, Poland, the US and the UK. This will be a day of active discussion and input from across the world including the interactive breakout session.

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# Speakers and panellists

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## **Marianne Helstrup**

Director, Corporate Legal, Corporate & Commercial, H. Lundbeck A/S

## **Steven Turkington-Hansen**

Legal Manager, Compliance Officer, Data Protection Officer (DPO), Roche Diagnostics A/S

## **Sara Goul Ærthøj**

Group Data Protection Officer (DPO), H. Lundbeck A/S

## **James Davies**

Lewis Silkin (UK)

## **Dr. Alexander Ulrich**

Kliemt. HR Lawyers (Germany)

## **Tiffany Downs**

FordHarrison (US)

## **Maria Gnutova**

ALRUD (Russia)

## **Karolina Schiffter**

Raczkowski Paruch (Poland)

## **Morten Langer**

Norrbom Vinding (Denmark)

## **Yvonne Frederiksen**

Norrbom Vinding (Denmark)

## **Elsebeth Aaes-Jørgensen**

Norrbom Vinding (Denmark)

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The conference will be held on 24 September 2018 and begins at 9:00, but you are welcome to join us from 8:30 for a light breakfast. The conference programme ends at 17:00, followed by drinks, snacks and networking.

Registration fee: DKK 1,500 / EUR 200 ex VAT.  
There are no additional charges.

The conference venue is Norrbom Vinding's premises at Dampfærgevej 26, 2100 Copenhagen Ø, located at the northern part of central Copenhagen within easy reach from Copenhagen Airport (only 20-30 minutes by taxi or approx. 30 minutes by metro/train).

For more details about the conference programme, speakers, venue, etc., please contact Dorthe Pihl at (+45) 35 25 39 40 or [dpi@norr-bomvinding.com](mailto:dpi@norr-bomvinding.com), or visit our website [www.norr-bomvinding.com](http://www.norr-bomvinding.com).

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# Registration form

The conference will take place on 24 September 2018 from 9:00 to 17:00 at Norrbom Vinding, Dampfærgevej 26, 2100 Copenhagen Ø.

Registration fee: **DKK 1,500 / EUR 200 ex VAT**

Name:

Title:

Company name:

Address:

Phone:

Email:

Payment will be made in:

DKK ..... EUR .....

I would like a certificate of attendance:

YES ..... NO .....

## Registration

To register for the conference, please complete the registration form and send it to Dorthe Pihl:

Email: [dpi@norrbomvinding.com](mailto:dpi@norrbomvinding.com)

Letter: Norrbom Vinding  
Attn.: Dorthe Pihl  
Dampfærgevej 26  
PO Box 2562  
2100 Copenhagen  
Denmark

Alternatively, you can simply email your name, title and company name, address and phone number to [dpi@norrbomvinding.com](mailto:dpi@norrbomvinding.com).

When you register, please indicate if you will need a certificate of attendance.

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## H. Lundbeck A/S facts

Lundbeck is a global pharmaceutical company highly committed to improving the quality of life of people living with psychiatric and neurological disorders. For this purpose, we are engaged in the research, development, production, marketing and sale of pharmaceuticals across the world. Lundbeck's products are targeted at the disease areas depression, schizophrenia, Parkinson's disease and Alzheimer's disease.

Focus on R&D is the most important pillar in Lundbeck's ambition to improve treatment for people living with psychiatric and neurological disorders. We are specialists in our area and have a state-of-the-art research facility in Denmark, and more than 800 employees work in our R&D units. We cooperate closely with strategic partners all over the world, ensuring the best possible foundation for innovation and the development of new treatment solutions.

Lundbeck employs approximately 5,000 people worldwide. We have employees in more than 50 countries, and our products are registered in more than 100 countries. We have production facilities in Denmark, France and Italy and our research centre is based in Denmark. Lundbeck generated revenue of approximately DKK 17.2 billion in 2017.

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## Ius Laboris facts

Ius Laboris is an international employment law alliance combining the world's leading employment, labour and pension firms. With more than 1400 employment lawyers in over 50 countries, we bring a genuinely cross-border perspective, sharing insights and helping clients to navigate the world of labour and employment law successfully.

Our business advantage is having legal professionals operating within each of our countries, and this approach ensures we maintain national expertise but pair it with a consistent global approach. At Ius Laboris, we are proud to be borderless, and our primary objective lies in managing our clients' international workforce – wherever they are in the world. Specialising in the full spectrum of employment and pension law, we understand how employer priorities focus on both local employment legislation and international laws. Therefore, we work with our clients to ensure they are armed with the knowledge they need to champion local and international markets.

We bring together 1400 employment lawyers, ranking us as the biggest authority in the field of labour and employment law. As industry frontrunners, we are thought-leaders with an in-depth market knowledge.

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## Norrbom Vinding facts

Norrbom Vinding was established in 1998 by a team of 11 experienced labour and employment lawyers and dedicated support staff. Our unique expertise builds on more than 35 years' experience within labour and employment law. The core group of our lawyers are among those who pioneered and developed the area as a separate discipline for private practice lawyers in Denmark in the 1980s. Today Norrbom Vinding is the largest HR law practice in Scandinavia and considered a market leader in Denmark.

Acting exclusively for the management/employer side, our advice is firmly rooted in an understanding of management and commercial realities and is tailored to safeguard our clients' interests in terms of image, internal environment, public and media relations and all other relations of importance to our clients.

With a client base that is a mix of national and international clients in the private and public sectors, we have a strong international profile and are a member of Ius Laboris, Global HR Lawyers, which makes us ideally suited to advise on cross-border issues.

### Norrbom Vinding

Amerikakaj  
Dampfærgevej 26  
DK-2100 Copenhagen Ø

+45 35 25 39 40  
info@norrbomvinding.com  
www.norrbomvinding.com

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