International Employers Forum Breakfast Meeting

Event
5.09.14

International Employers Forum Breakfast Meeting
Hello and Goodbye: Global Laws in Hiring and Employment Termination

Fisher Phillips proudly sponsored the International Employers Forum Breakfast Meeting on May 9.

A lively panel discussion addressed employment law and human resource issues for numerous global regions, including Australia, the United Kingdom, Asia, Latin America, Canada and the Caribbean and other areas of the world.

Multi-national employers often find that the biggest human resource challenges occur at the beginning and end of employment relationships. The majority of countries outside the U.S. do not have employment at will, and also have numerous employee protections not generally seen in the U.S., such as: required written employment agreements and contract terms; restrictions on the ability of employers to discharge employees; required notice periods and/or severance payments; different laws regarding non-competition clauses; and procedures employers must follow when disciplining or separating employees.

The panelists covered:

- Practical advice on how best to manage issues involving employee hiring and separation.
- Employment agreements, non-competition clauses, employee discipline and discharge, reductions in force and severance agreements.
- How to avoid pitfalls to best ensure successful business ventures outside of the United States.

The following panelists lead this discussion:

Joydeep Hor, Managing Principal, People + Culture Strategies, Sydney, Australia
David Nocek, Member, Board of Directors, International Employers Forum; HR Director, Ashland, Inc. Wilmington, DE.
William Wright, Board of Directors, International Employers Forum; Partner, Fisher Phillips, Philadelphia, PA
Celia Joseph, President, International Employers Forum; Of Counsel, Fisher Phillips, Philadelphia,

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Samina Subhan, Executive Director, International Employers Forum; Paralegal and UK attorney, Fisher Phillips, Philadelphia, PA;

This program was submitted to the HR Certification Institute for HRCI credit approval.

Friday
May 9, 2014

Hotel Palomar
117 S. 17th Street
Philadelphia, PA 19103

Registration and Breakfast
8:00 a.m. – 8:30 a.m. (EDT)

Panel Discussion
8:30 a.m. – 10:00 a.m. (EDT)

More About The Panelists:

Joydeep Hor *– Managing Principal, People + Culture Strategies (PCS)*

Joydeep Hor is the Founder and Managing Principal of People + Culture Strategies, a workplace law firm providing services to Australian and multinational employers, based in Sydney, Australia. Joydeep has experience in providing advice in all areas of workplace relations including complex and sensitive terminations of employment and all aspects of workplace behavior and culture. He also conducts training programs for clients, provides people management coaching for executives. Joydeep has twice been named as one of Australia's Hot 40 Lawyers according to Australasian Legal Business Magazine.

David Nocek *– Member, Board of Directors, International Employers Forum; HR Director, Ashland Incorporated*

David Nocek is currently the Head of Global Talent Management at Ashland Incorporated, a global, Fortune 500 chemical company. David joined Ashland in 2010 as the Global HR leader for the Ashland Specialty Ingredients and Water Technologies Business Groups. Prior to joining Ashland, David was a Global HR Business Director with Dow Chemical Company. He began his career and held various positions of increasing responsibility in human resources leadership over a 10-year career with Rohm and Haas Company.

William Wright *– Member, Board of Directors, International Employers Forum; Partner, Fisher*

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William Wright is a member of the International Employers Forum's Board of Directors, a partner with Fisher Phillips' Philadelphia Office, a Co-chair of the Firm's International Employment Practice Group, and an active participant in the International Pension and Employee Benefits Lawyers Association. William has worked with compliance issues related to hiring, retention and separation of employees in a multitude of jurisdictions. William's broad experience with global employment issues has helped him assist employers with international operations on all seven continents, including Antarctica.

***Celia Joseph** – President and Member, Board of Directors, International Employers Forum; Of Counsel, Fisher Phillips*

Celia Joseph is President and Member, Board of Directors, of the International Employers Forum and Of Counsel in the Philadelphia office of Fisher Phillips. She is a member of Fisher Phillips' International Employment Practice Group, and has extensive U.S. and international employment law and human resources experience. Prior to joining the firm, Ms. Joseph was employed for over 25 years as Assistant General Counsel, Employment Law Manager, and EEO/Diversity Manager at Rohm and Haas Company, a multi-national materials company. Ms. Joseph regularly writes articles and presents on international employment law and human resources matters for the International Bar Association and other organizations.

***Samina Subhan** – Executive Director, International Employers Forum; Paralegal, Fisher Phillips; UK Solicitor*

Samina Subhan is the Executive Director of the International Employer Forum, and a paralegal in the Philadelphia office of Fisher Phillips. Samina began her career as a UK Solicitor in London, England where she provided legal counsel regarding employment policy and procedures and legal representation in employment law disputes.

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