

10TH ANNUAL Employment Law Asia Congress

Understanding Your Legal Risks and Rights across 15 Countries

21 – 22 June 2016 | Singapore

Employment law across the Asia-Pacific region is becoming increasingly complex. As new laws come into force, and as regulation increases, employees are becoming more sophisticated in their expectations and demands. From hiring policies to high-profile dismissals, employment law often affects your business bottom-line and growth

Shining the spotlight on 15 jurisdictions across top emerging markets in Asia, **10th Annual Employment Law Asia Congress** is the practical guide created just for in-house legal counsels and HR to effectively navigate the regulatory and cultural complexities across the region. This year, we feature **Award Winning Partners from various countries** who will share with you practical tips and guidance to minimize risk in hiring, contract and terminating employees.

ADD-ON for 2016!!
One-day Employment Law Workshops – Covering Indonesia, Malaysia, Thailand, Philippines, Vietnam and China

Featuring Asia's Top Firms:



Pimvimol (June) Vipamaneerut
Partner
TILLEKE & GIBBINS
THAILAND



Lesli Ligomer
Partner
SIMMONS & SIMMONS
CHINA



Giles T. Cooper
Partner and Branch Director
DUANE MORRIS
VIETNAM



Weon Jung Kim
Senior attorney
KIM & CHANG
SOUTH KOREA



Fatim Jumabhoy
Of Counsel
HERBERT SMITH FREEHILLS LLP
ASIA PACIFIC



Atul Gupta
Partner
TRILEGAL
INDIA



Peter Godwin
Head of Dispute Resolution, Asia Managing Partner, Gaikokuho Jimu Bengoshi
HERBERT SMITH FREEHILLS GJB
JAPAN



Yong Hon Cheong
Partner
ZAID IBRAHIM & CO., A MEMBER OF ZICOLAW
MALAYSIA



Fiona Loughrey
Partner
SIMMONS & SIMMONS
HONG KONG



Mohammed Reza
Director
JWS ASIA LAW CORPORATION
SINGAPORE



John Eastwood
Partner
EIGER LAW
TAIWAN



Ernesto R. Añasco
Senior Partner
ACCRLAW
PHILIPPINES



Johannes C. Sahetapy-Engel
Partner
ASKET LAW
INDONESIA

Want to know more in-depth about the certain countries' employment law and drafting contracts? Take advantage of our one-day employment law workshop for 6 different countries where you will get more practical advices on the fine print on your employment contract

Dear Colleague,

Now in its 10th consecutive year as an annual flagship event, it is my pleasure to extend a warm invitation to you and your team to join us at 10th Annual Employment Law Asia. I am very honoured to be part of the highly successful event where a large, diverse audience of human resource and legal advisors across APAC regions gather to learn about Employment Law of various APAC countries. We have gathered Award-winning partners from leading law firms from APAC who will be sharing their expertise in hiring, contracting, compensating and terminating employees in very employee-friendly countries. We have designed this event to provide you the most useful and up-to-date practical legal knowledge to apply fool proof employment policies and procedures to fight risk and stay compliant.

This year we are excited to announce the introduction of novel, interactive sessions, along with a higher level of audience involvement:

- **2-hour Country-Specific Legal Clinic** where you will enjoy to a free-consultation opportunity to get your legal questions answered by our top-tier employment layers
- A **series of practical case studies** to glean insights from to avoid costly legal pitfalls cover 15 different countries in Asia Pacific
- **6 Employment Law workshops** to equip you with more in-depth knowledge for specific countries
 - 28 June – Indonesia Employment Law
 - 29 June – Malaysia Employment Law
 - 18 October – Thailand Employment Law
 - 19 October – Philippines Employment Law
 - 15 November – China Employment Law
 - 16 November – Vietnam Employment Law

I strongly encourage you to join us and look forward to seeing you and your team in June!



Azrielle
Conference Manager
HRM Asia

BENEFITS OF ATTENDING

- Employ a legislative watch list to highlight potential risks to your employment strategies, budgeting and forecasting and hiring considerations
- Stay up-to-date on the emerging employment risks, latest developments and the future direction of Employment Law and understand how these changes will affect your business operations in Asia-Pacific
- Identify and avoid legal landmines of contracting, employee termination and wrongful dismissals to protect your company from liability and risk exposure
- Create a solid system for the effective prevention and settlement of labour disputes to promote sound labour relations

MUST-ATTEND FOR

- CEO/MD/Line Managers
- VPs, Directors, Heads & Managers of:
 - Human Resource
 - Learning & Development
 - Workplace Relations & Compliance
 - Employment Relations
 - Talent & Recruitment
 - Remuneration/ Compensation & Benefits
 - Mediators & Arbitrators of Employment Law

“Highly informative & highly experienced speakers”

- Barclays

“Excellent speakers & high quality!”

- Robert Bosch

“Comprehensive coverage, engaging speakers!”

- Jardine Lloyd Thompson Asia

DAY 1 | TUESDAY 21 JUNE 2016

8.30am

REGISTRATION AND COFFEE

9.00am

OPENING ADDRESS BY CHAIRPERSON & ICE BREAKING SESSION

9.15am

Singapore:
Singapore Employment Act: Preparing for Labour Law Changes

- Employment Claims Tribunal: there is a new tribunal to determine salary disputes. What this means for Legal and HR when all your employees are covered by this tribunal.
- Changes to the Employment Act: why you need to be compliant with the new requirements regarding Key Employment Terms and employment record keeping.
- Workplace Harassment: What does the Protection from Harassment Act say about Employer Liability? What you need to know about the Tripartite Advisory on Managing Workplace Harassment.



Mohammed Reza
Director
JWS ASIA LAW CORPORATION

10.00am

Malaysia:
Employment Termination in Malaysia – Understanding and Managing legal Risks

- Overview of dos and don'ts for retrenchment exercises in Malaysia;
- Hefty payouts awarded by the Industrial Court from retrenchment exercises gone wrong;



Yong Hon Cheong
Partner, ZAID IBRAHIM & CO, a member of ZICOLaw

10.45am

MORNING REFRESHMENT AND NETWORKING BREAK

11.15am

Indonesia:
Recent Amendments in employment of foreigners and Termination in Indonesia

- Employing foreigners to work in Indonesia
- Guidelines in Employing Foreigners in Indonesia – what are the legal pitfalls
- Termination of employment



Johannes C. Sahetapy-Engel
Partner
SKET LAW

12.00pm

**Thailand:
Employment Law in Thailand: Update on Legal Framework and Best Practices**

- An overview of Thailand Labour Law and updates on Labour Protection Acts
- Learn about the statutory minimum requirements for working conditions in Thailand
- Understand the duties and best practices for employers when terminating an employee



Pimvimol (June) Vipamaneerut
Partner
TILLEKE & GIBBINS INTERNATIONAL LTD

12.45pm

LUNCH AND NETWORKING BREAK

1.45pm

**Vietnam:
Developments in Vietnam's Labour Regulations**

- 2016 finally introduces more pragmatic rules for foreign employees with respect to work permits and exemptions as well as residency cards.
- Vietnam continues to endorse the establishment of grassroots trade unions, but will open questions be answered this year?
- Can an employer without a trade union access mandatory union fees?
- How will the newly-signed TPP affect labour regulations in Vietnam?



Giles T. Cooper
Partner and Branch Director
DUANE MORRIS

2.30pm

**Myanmar:
Labour Market Regulation in Myanmar: Trends, Challenges and Updates**

- Overview of the major labour laws (and practices)
- Contracting and terminating - strategies and tips
- Practical employment issues and challenges in Myanmar



Mark D'alelio
Partner
DUANE MORRIS & SELVAM (MYANMAR) LIMITED

3.15pm

AFTERNOON REFRESHMENT AND NETWORKING BREAK

3.45pm

**Philippines:
Latest complexities and trends in labour jurisprudence in employment laws in the Philippines**

- An overview of the labour code, regulations and procedures related to setting up a business and managing employment issues
- Gain a comprehensive legal knowledge on policies and regulations affecting hiring and dismissal of employees, as well as requirements for a valid dismissal



Ernesto R. Añasco
Senior Partner
ACCRA LAW

4.30pm

LEGAL CLINIC 1

Take advantage of a free legal consultation opportunity! Prepare your own questions and get in conversation with our top-tier employment attorneys from some of the best performing authorities in Asia Pacific.

Your advisors for the day:



Mohammed Reza
Director
JWS ASIA LAW CORPORATION



Yong Hon Cheong
Partner, ZAID IBRAHIM & CO,
a member of ZICOLaw



Johannes C. Sahetapy-Engel
Partner
ASKET LAW



Pimvimol (June) Vipamaneerut
Partner, TILLEKE & GIBBINS
INTERNATIONAL LTD



Giles T. Cooper
Partner and Branch Director
DUANE MORRIS



Ernesto R. Añasco
Senior Partner
ACCRALAW



Mark D'alelio
Partner
DUANE MORRIS & SELVAM
(MYANMAR) LIMITED



5.30pm

END OF DAY 1

“Very good, great networking & good practical information!”

- Rutherford Global Power

**“Practical knowledge shared. Lively Q&A session.
All speakers are clear and succinct in their sharing!”**

- IE Singapore

“Informative & insightful !”

- AIG

DAY 2 | WEDNESDAY 22 JUNE 2016

8.30am

REGISTRATION AND COFFEE

9.00am

Poor Performers: A legal perspective on how to manage under-performing employees across Asia

- Disciplining employees in the legal perspective putting employees on a PIP, reducing their responsibilities, docking their wages or ultimately terminating their employment
- What can you legally do to manage poor performing employees – when can you terminate etc.



Fatim Jumabhoy
Of Counsel
Herbert Smith Freehills LLP

9.45am

India: Key Challenges and Labour Law Reforms Anticipated in 2016 for India Employment Law

- Understand the latest updates on Indian employment law and jurisprudence, including the proposed introduction of new labour codes
- Understand the law around employee separations in India, including employee classification as workman/non-workman and key factors associated with resignations and misconduct related terminations



Atul Gupta
Partner
Trilegal

10.30am

MORNING REFRESHMENT AND NETWORKING BREAK

11.00am

Japan: Japan Termination Challenges: Pitfalls to avoid

'Known as one of the world's most employee friendly jurisdictions, Peter will focus on how to manage terminations in Japan including:

- What law you need to know;
- How, in practice, you can respect the law whilst still managing your business in a commercial fashion; and
- The key strategic imperatives to a successful outcome when things become contentious.



Peter Godwin
Head of Dispute Resolution, Asia. Managing Partner, Gaikokuho Jimu Bengoshi,
Herbert Smith Freehills GJJ

11.45am

Taiwan: Taiwan Employment Law Landscape: Common employee-employer situations and how to deal with them

- Work Rules and communicating them effectively – many employers need to ensure that their expectations are communicated clearly for a good compliance environment.
- Effective handling of discipline and termination scenarios – companies have often found out too late that their termination and discipline procedures are not really ready for action when an urgent problem comes up.
- Managing the merging of different work forces together – in the midst of a merger, there are special forces that come into play when making decisions about what to communicate, whether to harmonize packages and how to handle work groups that may have very different packages and expectations.



John Eastwood
Partner
EIGER LAW

12.30pm

LUNCH AND NETWORKING BREAK

1.30pm

**China:
China New Labour Era: Latest Developments, Trends and Managing Terminations**

- Terminating an employment relationship in the PRC is restricted, but understanding where there is flexibility in the rules is the key to managing terminations successfully.
- In this session we will highlight the areas of flexibility that HR managers should exploit in order to control the termination process and effect smoother dismissals.
- We will also review other pitfalls in managing employee relations in China, such as pay practices and changes to the rules on leave in light of the change to the 1-child policy.



Lesli Ligorner
Partner
SIMMONS & SIMMONS

2.15pm

**Hong Kong:
Hong Kong Focus: Changes to the Employment Landscape and Termination Challenges for Employer sin 2015**

- The prima facie position is that there are relatively few restrictions on terminating an employment relationship in Hong Kong, and no protection against unfair dismissal.
- There has been some erosion of this employer-friendly state of affairs in recent years, largely as a result of the 2014 case of Sunny Tadjudin v Bank of America, and we have seen an increase of employee claims in 2015.
- In light of this, it is increasingly important for employers to understand what steps they can take to minimise the risk of a termination being challenged.



Fiona Loughrey
Partner
SIMMONS & SIMMONS

3.00pm

**South Korea:
South Korea Labour Standards Act: Recent Amendments, Challenges and Trends**

- An overview of the employment law framework, the latest employment issues and a quick analysis of the key areas of Introduction to the local legal system and Korean society at large
- Overview of the Korean employment law framework - the Labor Standards Act and other Korean labor laws that provide significant worker protections
- Discussion of the latest employment law issues, and a quick analysis of how certain legislation and regulations could affect businesses in Korea



Weon Jung Kim
Senior attorney
KIM & CHANG



Robert R. Flemer
Foreign attorney
KIM & CHANG

3.45pm

AFTERNOON REFRESHMENT AND NETWORKING BREAK

4.15pm

**Australia:
Emerging issues for Australian labour law: The challenges for regulating effectively in the new economy**

- Understand key legislative updates on the new jurisdictions of the Fair Work Commission in Australia
- Gain legal knowledge to mitigate the risk of workplace claims and disputes



George Cooper
Partner
ASHURST

5.00pm

Legal Clinic 1

Take advantage of a free legal consultation opportunity! Prepare your own questions and get in conversation with our top-tier employment attorneys from some of the best performing authorities in Asia Pacific.



Peter Godwin
Head of Dispute Resolution,
Asia. Managing Partner,
Gaikokuho Jimu Bengoshi,
Herbert Smith Freehills GJJ



John Eastwood
Partner
EIGER LAW



Lesli Ligorner
Partner
SIMMONS & SIMMONS



Weon Jung Kim
Senior attorney
KIM & CHANG



Fiona Loughrey
Partner
SIMMONS & SIMMONS



Robert R. Flemer
Foreign attorney
KIM & CHANG



Atul Gupta
Partner
TRILEGAL



5.30pm

Closing Remarks by Chairperson

5.30pm

END OF CONFERENCE

“Informative & interactive – providing varying situational questions from practicing counterparts. Speakers are knowledgeable & interactive”

- Raffles Education

“Relevant knowledge for competencies to deal with matters within the region! Good job!”

- DV Asia Pacific

- A. 28 June 2016 – Indonesia Employment Law
- B. 29 June 2016 – Malaysia Employment Law
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- F. 16 November 2016 – Vietnam Employment Law

28 June 2016 – Indonesia Employment Law

This interactive 1-day session will provide participants with the latest update on the Indonesian employment law and some particular “danger areas” within the law that employers need to take note of. Led by award winning lawyer, they will go in-depth to share with you what are the legal requirements when hiring foreigners in Indonesia and also how to effectively terminating employees in Indonesia without facing legal issues. Throughout the course, you will be involved in the actual legal case studies discussion to maximize the learning experience.

Highlights include:

- Introduction to Indonesia Employment Law
- Hiring
- Termination of Employment
- Termination Disputes
- Investigations

Trainer's details:



Susie Beaumont, Foreign Legal Consultant, **Hadiputranto, Hadinoto and Partners**

- Leading Lawyer in Band 1 for Employment in Indonesia by Chambers Asia 2014
- Leading Individual for Employment in Indonesia by Asia Pacific Legal 500 in 2014
- One of the most highly acclaimed legal experts in Indonesia for Labor & Employment in Indonesia by AsiaLaw Leading Lawyers in 2014



Andi Y. Kadir, Partner, **Hadiputranto, Hadinoto & Partners**

- Partner in the Commercial Dispute Resolution Practice Group at Hadiputranto, Hadinoto and Partners (a member firm of Baker & McKenzie International).
- Ranked by Chambers Asia in the area of dispute resolution (2015, 2016).
- Recognized as a leading disputes lawyer in the Who's Who Legal Litigation Directory

29 June 2016 – Malaysia Employment Law

Designed for practitioners within the employment/HR sector, business owners, or those who expecting to have staffing responsibility in Malaysia. Participants will gain comprehensive knowledge on latest update on the recent amendments to Labour law in Malaysia, fair employment practice, managing and understanding legal risks when terminating employees, and dealing with people issue.

Highlights include:

- Overview of the Employment Act 1955 and the Industrial Relations Act 1967
- Obligations during probation and after confirmation
- Restrictive Covenants - alternatives?
- Managing misconduct and poor performance
- Termination of the Employment Relationship
- Constructive dismissal claims by employees

Trainer's Details:

Yong Hon Cheong, Partner, **ZAID IBRAHIM & CO**, a member of **ZICOlaw**



- Dealing with a wide range of employment matters for corporate clients.
- His advice is often sought for matters that include employee movement in M&A exercises, employee mobility such as transfers and secondments, reorganisation and restructuring exercises, headcount reduction or retrenchments and mutual separation schemes.
- From the litigation perspective, Hon Cheong is a well-regarded and regular personality at the Industrial Court conducting cases for a wide range of corporate clients

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18 October 2016 – Thailand Employment Law

This 1-day hands-on workshop is specially designed to equip practitioners with in-depth & comprehensive knowledge on Thailand Labour Laws, Employment Regulation & Precedent Cases. The aim is to avoid any potential unlawful practices, employment & labour disputes. Throughout this course, key types of employment contracts mostly practiced in Thailand will be covered. You will learn how to apply them with confidence, and make decision on the salary/wage/benefit schemes applied when employing or terminating employees.

Highlights include:

- Strategies & efficient methods to deal with expatriates working in Thailand and how to handle people issues during Merger & Acquisition
- Key strategies and effective techniques to prevent labour strikes & develop successful labour relations with the Unions and groups of employee
- Case studies & assignments from precedent legal cases and real experiences will draw key insights and the best practices for your future applications.
- Key pitfalls & lessons to minimise company's potential risks & avoid litigation of wrongful termination will be scrutinised for practical solutions.

19 October 2016 – Philippines Employment Law

To safeguard your organization from costly employment lawsuits and union disputes, HRM Asia's Philippines Employment Law program is designed to equip you with comprehensive knowledge on how to structure employment contracts and agreements that are in compliance with Philippine's latest employment law. You will also discover legal requirements governing Philippine's employment and contracts, the minimum employment standards employers need to take note of, requirements for a valid dismissal, collective bargaining agreements and policies and regulations affecting hiring and dismissal of employees.

Highlights include:

- Job Contracting/Outsourcing vs. Employment
- Kinds of Employment in the Philippine Setting
- Statutory Labor Standards
- Constitutional/Statutory Provisions on Protection to Labor
- Management Prerogatives
- The Law and Jurisprudence on Union Organization, Collective Bargaining and Unfair Labor Practice
- The Law and Jurisprudence on the Termination of Employment
- The Conduct of an Administrative Investigation prior to Dismissal for Just Cause/s
- An Overview of the Labor Law Enforcement and Dispute Resolution Machinery

Trainer's Details:

Emerico O. De Guzman, Senior Partner, Managing Partner, ACCRALAW



- Head of the Firm's Labor and Employment Department from 2008 until his election as Managing Partner in February 2014
- Consistently been recognized by legal publications, such as Chambers Asia and Asia Pacific Legal 500, as a Leading Individual in Philippine Employment Law practice.
- Vice-Chair of the Employment and Immigration Committee of the Inter-Pacific Bar Association (IPBA).

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15 November 2016 – China Employment Law

This highly practical approach to essential employment law and practice in China provides professionals who have, or expect to have, responsibility for staff in China with up to date, quality information on relevant Chinese employment law and practice.

This seminar will clarify the legislative framework and new legal developments in China. It will also address the practical aspects of managing a cross-cultural workforce, and provide an accurate understanding of critical Chinese employment issues to consider when setting up and maintaining operations in China.

Highlights include:

- Summary of Chinese employment laws: core issues, developments and trends
- Clear explanations of the impact of local laws on employment practices, facilitated by practical application to workplace scenarios
- Learn how to manage operations in China: attracting talent and successful expansion through mergers and acquisitions
- Become equipped to advise colleagues on vital aspects of employment law issues in China

16 November 2016 – Vietnam Employment Law

Vietnam's employment law framework has come under increased scrutiny given booming business investments and resulting developments in regulations in the region. It is critical for the HR and in-house legal functions to understand the labour laws governing the country to avoid costly employment litigation risks in relation to non-compliance. Hence, knowledge in the application and compliance to the labour requirements is fundamental for conducting a successful business in Vietnam. HRM Asia's present one day value-add workshop addressing the hottest topical issues surrounding Vietnam's updated employment regulation – distinguished benefits, cross border employment and termination of employment.

Highlights Include:

- Learn how to effectively handle these different employment law scenarios with the use of case studies and help protect employee-employer welfare and overall business interests.
- Updates on employment regulations: Vietnamese versus foreign employees
- Discover distinguished employee benefits: – Vietnamese employees – Locally hired foreign employees – Seconded employees n Determine potential risks in cross border employment in the case of secondment
- Mitigate risks in termination of employment particularly at executive level

Trainer's Details:

Kevin Hawkins, Partner, VILAF



- Recommended Corporate and M&A Lawyer by the Asia Pacific Legal 500(2012).
- Ranked as Leading Lawyer in Vietnam by Chambers Asia Pacific 2014
- Recognized for being "clear-thinking and influential" Chambers Asia Pacific 2014



10TH ANNUAL EMPLOYMENT LAW ASIA CONGRESS

21- 22 June | Singapore

Registration includes: Presentations, luncheons, networking sessions, refreshments and delegate pack

DELEGATE RATES 2016

All payments receive by / before 1 June 2016 is entitled to Early Bird Discount

	Early Bird Price	Regular Price
Congress only	<input type="checkbox"/> SGD 1,295 + GST	<input type="checkbox"/> SGD 1,695 + GST
Congress + 1 workshop <input type="checkbox"/> (Eg: A)	<input type="checkbox"/> SGD 1,790 + GST	<input type="checkbox"/> SGD 2,290 + GST
Congress + 2 workshops <input type="checkbox"/> <input type="checkbox"/> (Eg: A, B)	<input type="checkbox"/> SGD 2,385 + GST	<input type="checkbox"/> SGD 3,285 + GST
1 Workshop only <input type="checkbox"/> (Eg: A)	<input type="checkbox"/> SGD 895 + GST	<input type="checkbox"/> SGD 1,295 + GST

2 or more workshops (5% discount) - Email info@hrmasia.com.sg to register

Please include a tick box "10% off for group booking of 3 or more per normal conference fee

60% CASH BACK

on all HRM Congresses

The Productivity Innovation Credit (PIC) Scheme offers Singapore registered companies 60% cash back on all HRM Congresses. Or a 400% tax deduction instead, the choice is yours.

Delegate 1

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Name:

Position:

Email:

Phone:

Delegate 4

Name:

Position:

Email:

Phone:

Methods of Payments

UPON INVOICE

CREDIT CARD : I authorize HRM Asia to debit my:

VISA MASTER CARD AMEX

Total amount payable:

Credit Card Number:

Expiry Date:

Name On Card:

Billing Details

Company:

Company Size: 1-199 Employees 200-499 Employees
 499 & Above Employees

Main Contact:

Billing Address:

Phone:

Email:

Contact: Azrielle Looi

Email: info@hrmasia.com.sg

Telephone: (65) 6423 4631

Fax: (65) 6423 4632

Website: www.hrmcongress.com

Terms & Conditions

The organisers reserve the right in unforeseen circumstances to change the content of any published particulars without liability. Payment must be received prior to the event. This registration form is not applicable to Service Providers and Vendors who are welcome to email us at info@hrmasia.com.sg to find out more on how to participate in our congresses. HRM Asia reserves the right to refuse registration without further explanations. All cancellations must be received in writing 28 days prior to the event or 100% cancellation fee applies. In the event that a registered attendee fails to attend, 100% of the event fee remains.

Data Protection

The personal information entered during your registration/order, or provided by you, will be held on a database and may be shared. Occasionally, your details may be obtained from or shared with external companies who wish to communicate with you offers related to your business activities. If you do not wish your details to be used for this purpose, please contact our database department at email: info@hrmasia.com.sg, Tel: +65 6423 4631 or Fax: +65 6423 4632.