



EMPLOYEE ENGAGEMENT AND RETENTION WITH LONG TERM INCENTIVES:

EMPLOYEE STOCK OPTION PLANS – EMPLOYEE LOANS – PROFIT SHARING

📍 BREAKFAST BRIEFING
@ VDB LOI CAMBODIA

📅 9 May 2024 (08:30 AM - 10:00AM)



Get to the point.

HIGHLIGHTS

- How can you make a stock option plan work if you are not a listed company?
- What are the most tax efficient long term incentives?
- Examples of contracts needed for long term incentive plans
- What happens with incentive contracts if employees resign or are terminated?
- Practical examples of how to make an employee retention plan
- Tax planning for bonus and incentives for staff and directors
- Which benefits and incentives are tax free?

INTRODUCTION

In this unique briefing event, experts from VDB Loi and Mercer Cambodia cover long term incentives from all angles: HR, legal and tax perspective. How can you put together a staff retention strategy that works in practice, that is tax efficient, and that is legally sound? What happens in case of severance? What contracts and documentation do you need?

EVENT LOCATION



VDB LOI OFFICE CAMBODIA
No. 33, Street 294 (corner of
Street 29)
Sangkat Tonle Bassac
Khan Chamkarmorn
Phnom Penh 120101

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SPEAKERS



Edwin Vanderbruggen

Senior Partner
VDB Loi

Edwin has 30 years of experience as a legal adviser, academic, author, and government consultant, and has worked in Southeast Asia for nearly his entire career. He has vast experience advising sponsors, IFIs, oil and gas supermajors, independent power producers, and other multinational enterprises on multibillion dollar energy and infrastructure projects, M&As, and financing transactions. Edwin's experience in Cambodia is wide-ranging and has involved many precedent-setting matters, including a major telecom merger, the acquisition of a market leading telecom infrastructure company in Cambodia and Myanmar, the first industrial-scale solar project, the first wind power project, and the first PPP solar power project.



Paula Nicola

Cambodia Country Head
TalentNet/Mercer

With more than 20 years of a professional versatile background across regions and industries as an HR and recruitment expert, Ms. Paula Nicolas has equipped herself with a unique perspective and comprehensive skill set. She holds a bachelor's degree in law and a master's degree in human capital strategy and organization.

Paula has a proven track record of success in Asia Pacific for 14 years. She has played a pivotal role in starting up two financial services companies. In addition, as HR Consulting Managing Partner at a local HR services firm, she oversaw human resources projects, including rewards, employer branding, creating compelling employee value propositions, HR audits, employee satisfaction and engagement surveys.



Tharo Sophorn

Senior Associate
VDB Loi

Tharo is a legal adviser with an international business focus and a strong grounding in both Cambodian and international commercial law, having obtained his LLM in South Korea. His practice focuses on the energy and infrastructure sector, including advising on an eco-resort project and on tenders for and the development of solar power projects.

HOW TO REGISTER AND ATTEND?

Registration is free of charge for the invitees. Send your info (Name, Position, Company, Email, Contact Number) to Kathryn Ortega (kathryn.ortega@vdb-loi.com) or scan QR Code for online registration.

SCAN HERE FOR
ONLINE REGISTRATION



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