



**GLOBAL  
UPSIDE®**

# Virtual Open House

**China: Ask an Expert**

July 31st, 2018



# Welcome to the Webinar

A copy of the slide deck and recording of the webinar will be emailed to you.

Please send us your questions via the chat window at anytime during the webinar.

Panelists will answer all questions during the Q&A.

Share your comments, feedback, questions at [marketing@globalupside.com](mailto:marketing@globalupside.com).

# Panelists



**Mary Lemons**  
VP, Human Resources



**Andrew Wilson**  
VP, Strategic Accounts



**Nathan North**  
Director, Global Payroll

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## About Global Upside

Founded in 1999

HR, Payroll, Accounting in 100+ Countries

Single point of contact in your time zone with 24/7 support

Serving startups and established multinationals Clients including: Zillow, Blue Origin, IBM, Quest Software, SonicWall, Vitamix, Aclara, Aruba/HP, Viptela/Cisco and many more.

# China: Key Considerations

## **Legal Entity Setup**

Wholly Foreign Owned Entity | Free Trade Zones | Intellectual Property | Company chops

## **Company Law Compliance**

Resident Directors | Work authorization for foreign nationals (National Registry) | Province/City regulations

## **Accounting**

Local accounting and record keeping requirement | Everything must go through the government system

## **Compliance & Tax**

Monthly, quarterly, annual requirements for filings and payments

# China: Key Considerations

## **Employment Options**

Labor Dispatch Company | Professional Employer Organization (PEO) / Employer of Record (EOR) | Legal Entity

## **Hiring**

Fixed - Term contract | Local language | Termination protection

## **Benefits**

Statutory | Supplementary | Customary

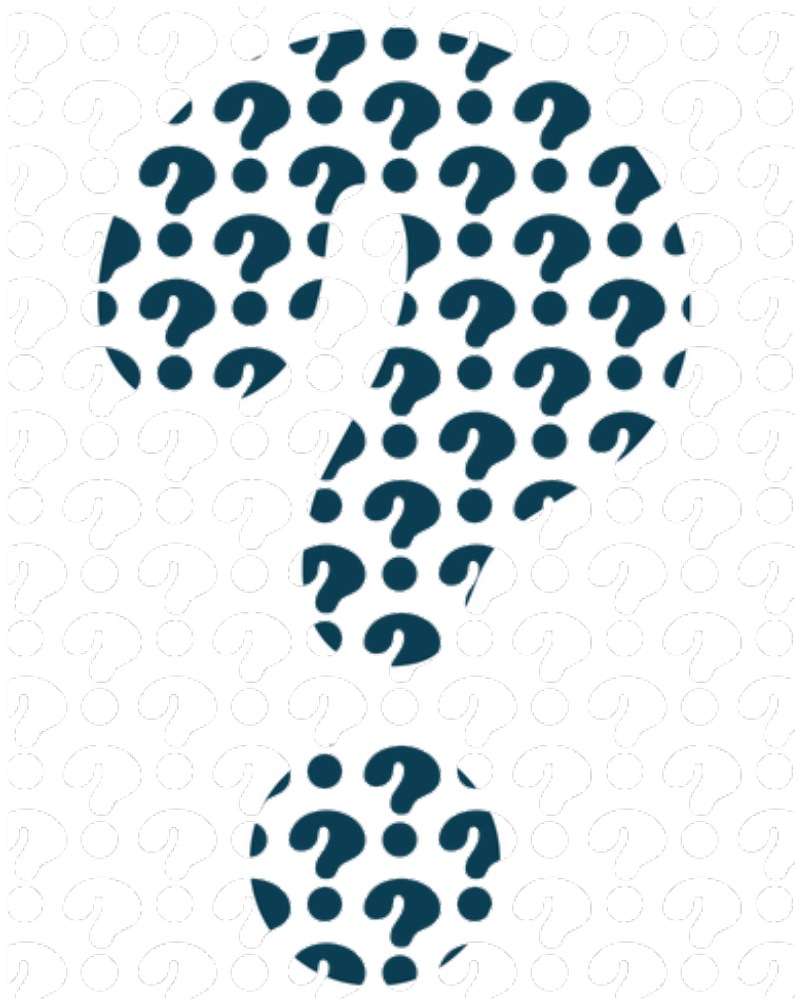
## **Payroll**

Computation | Taxes | Payroll reporting | Statutory benefits payment

## **Hire to Retire**

Pre-medical exams | Ongoing Workforce Management | Onerous termination/severance payments

# Questions



What are the requirements for time off?

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What are the key differences with payroll in China vs Canada or US?

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What details can you provide about Resident Director?

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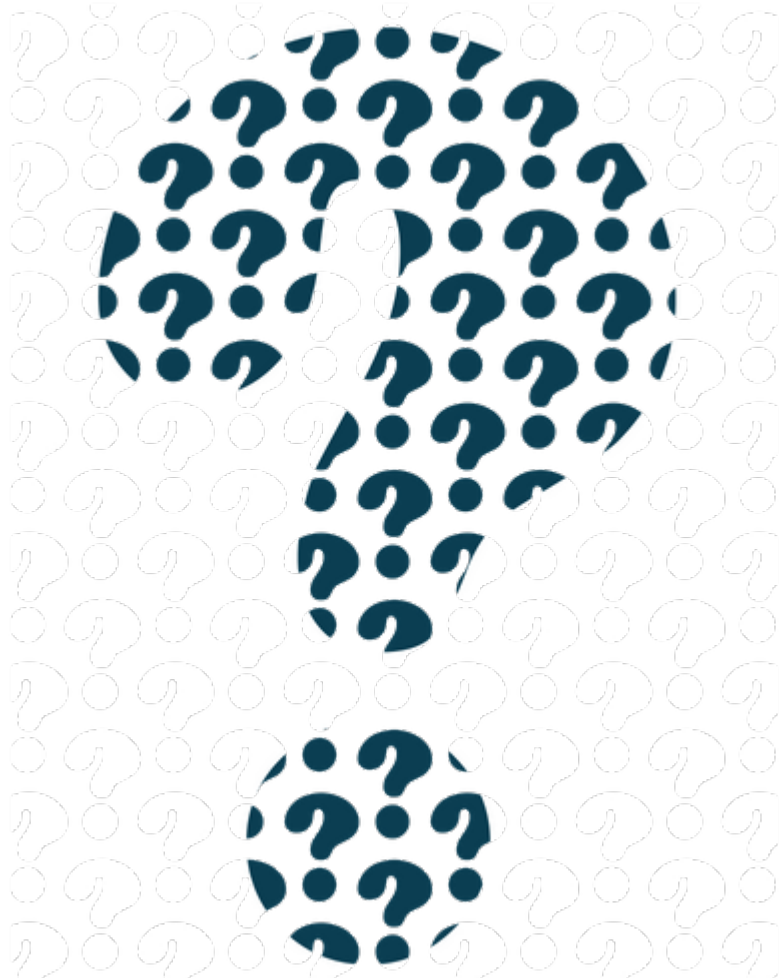
What types of pay should an employer expect to payout other than salary and when? i.e., Labor Union Quarterly Expense and Disability Fund

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We are considering downsizing in China. We have an employee reaching or at retirement age. What should we consider?

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# Questions



Who are the payroll, HRIS, ATS, and other systems vendors that can handle global clients, including China?

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What is the best way to manage fixed - term contracts?

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What is the termination process and what payments do you need to be aware of for terminating a fixed term contract in China?

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What are the obligations with respect to employee terminations versus resignations?

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Are options received in an employee recognition program taxable? If so, at issuance or upon redemption?

# Talk to Us



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# Thank You



If you have additional questions please email [marketing@globalupside.com](mailto:marketing@globalupside.com) or call +1 408-913-9130

We will be responding to all unanswered questions via email.