



European Regional Conference

Warsaw | Poland

21 - 24 April 2016



Delegate
Programme



Keynote
Speakers



Practice Group
Meetings



Workshops



Extra-Curricular
Activities



Hosted by:



EFS Group



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Welcome to Warsaw

Dear GGI Members and Friends

We are especially delighted to welcome so many of you, some for the very first time, to Poland.

We are honoured to have such excellent Keynote Speakers at this year's GGI European Regional Conference. Dr Włodzimierz Cimoszewicz and Nenad Pacek will both present their different viewpoints on the current situation and overall economic outlook in Europe. In addition to this, we have thirteen Practice Groups and several Workshops that will help to facilitate knowledge-exchange of best practices and relationship-building.

We are lucky to have three host firms at this Conference: CWSP Audyt, EFS Group and SMM Legal. They are all very involved in the programme, and you will get to meet many of their staff. Do get to know them, and feel free to ask them about the best places to visit while you are here in their city. We have a very exciting social programme planned, as well as some excursions that will allow you to see a little bit of Warsaw and see first-hand the places that are famous and also infamous in history.

As usual, this is the operational information we would like you to be aware of:

- **REGISTRATION:** All delegates must complete registration at the GGI hospitality desk prior to attending any of the Conference. Please wear your badge at all times during the Conference, as only delegates with official Conference ID will be allowed into any of the sessions and social programmes.
- **TIMING:** Our Conference will run on time. We work hard, we have lots of fun, but we are going to always be on time. If a session starts late, we will still end on time so please pay attention to the times as stated in the programme.
- **MEETING POINTS:** The meeting points for all excursions and social programmes are clearly stated. Excursions are only for pre-registered participants. If you are not sure which tour(s) you have signed up for or would indeed like to register for a tour, please double check at the GGI hospitality desk.

We hope that you really enjoy this Conference. Our GGI team is here to help you with any queries you may have.

With our very best regards



Claudio G. Cocca



Michael Reiss von Filski

Conference Hotel

InterContinental Hotel Warsaw

Emilii Plater 49
00-125 Warsaw
Poland
T: +48 22 328 88 88
W: www.warsaw.intercontinental.com

Dress code: Unless otherwise stated, the dress code for the Conference is smart casual.

Your GGI main contact persons are:

Anita Szoecie
Christina Schmidt
Igino Moffa Marchetti
Linda Soriton
Marco Izzo
Margaret Leddy

You will always find one of us at the hospitality desk during our opening hours.

GGI hospitality desk opening hours:

Thursday, 21 April 2016:
12:30 – 19:30
Friday, 22 April 2016:
08:30 – 17:30
Saturday, 23 April 2016:
09:00 – 12:30

Delegate Programme

Thursday, 21 April 2016

Time	Event	Room	Speaker
09:15 – 17:30	OPTIONAL TOUR – Hidden traces of Jewish culture and history in Warsaw (for pre-registered participants only; not suitable for those planning to attend the ITPG meeting). Meeting Point: Hotel Lobby		
10:00 – 16:30	GGI Executive Committee Meeting (for ExCom members only)	Boardroom, Level 3	
12:30 – 19:30	GGI Hospitality Desk open	Hotel Lobby	
13:15 – 16:30	OPTIONAL – Orientation Tour of Warsaw (for pre-registered participants only; not suitable for those planning to attend the ITPG meeting). Meeting Point: Hotel Lobby		
14:30 – 18:00	Practice Group Meeting: International Taxation (ITPG)	Grand Symphony Ballroom (Paderewski, Chopin & Rubenstein), Level 3	Oliver Biernat
19:30 – 23:00	Welcome Reception & Dinner in the Hotel (Dress code: Formal)	Opera Ballroom (La Boheme, Carmen & Don Giovanni), Level 2	
	Introduction of GGI Member Candidates & New Member Firms		Michael Reiss von Filski



Delegate Programme

Friday, 22 April 2016

Time	Event	Room	Speaker
06:30 – 10:30	Breakfast available in the hotel	DownTown Restaurant, Level 1	
08:30 – 17:30	GGI Hospitality Desk open	Hotel Lobby	
08:45 – 17:00	OPTIONAL – Daytrip – In the footsteps of Frédéric Chopin (ONLY for Accompanying Persons). Meeting Point: Hotel Lobby		
09:00 – 12:30	Conference in the Hotel	Opera Ballroom (La Boheme, Carmen & Don Giovanni), Level 2	
09:00 – 09:15	Welcome		Michael Reiss von Filski
09:15 – 09:30	Presidential Welcome		Claudio G. Cocca
09:30 – 09:45	Words of Welcome from the Host Firms		Krzysztof Wasilewski, CSWP Artur Plutowski, EFS Przemysław Maciak, SMM Legal
09:45 – 10:45	Keynote Speech: “Europe. Are we at a turning point?”		Dr Włodzimierz Cimoszewicz
10:45 – 11:15	Coffee Break	Level 2	
11:15 – 12:15	Keynote Speech: “The business and economic outlook for Europe”		Nenad Pacek
12:15 – 12:30	Upcoming Conferences		Adam Crowson
12:30 – 14:00	Lunch	Downtown Restaurant, Level 1 & Hemisphere Restaurant, Level -1	
14:00 – 15:30	Practice Group & Special Interest Group Meetings Round I		
	Auditing, Reporting & Compliance	Chopin & Rubenstein, Level 3	Boris Michels
	Corporate, Commercial & IP	Verdi, Level 2	Dr Daniel Smyrek
	Global Political Economy & International Relations – Understanding the International Economic Order	Mozart & Puccini, Level 2	Claudio G. Cocca
	Labour Law	Beethoven, Level 3	Jeffrey Kenens
	Litigation & Dispute Resolution	Paderewski, Level 3	Johan F. Langelaar
	Real Estate	Aida, Level 2	Paul Simmons
	Tax Controversy & Tax Audit Defence	Boardroom, Level 3	Ionut C. Zeche Raluca Tutu
15:30 – 16:00	Coffee Break	Level 2 & Level 3	
16:00 – 17:30	Practice Group & Special Interest Group Meetings Round II		
	Business Development & Marketing	Chopin & Rubenstein, Level 3	Alan Rajah
	Debt Collection, Restructuring & Insolvency	Aida, Level 2	Dr Attila Kovács
	Global Mobility Solutions (previously Immigration & Expatriate Services)	Boardroom, Level 3	Huub Kapel
	Indirect Taxes	Paderewski, Level 3	Steve McCrindle Toon Hasselman
	M&A	Mozart & Puccini, Level 2	Tim van der Meer
	Trust & Estate Planning	Beethoven, Level 3	Dennis Nerland
19:00 – 01:00	Dinner in Endorfina Restaurant. Meeting Point: Hotel Lobby for transfers. Dress code: Smart Casual		

Delegate Programme

Saturday, 23 April 2016

Time	Event	Room	Speaker
06:30 – 11:00	Breakfast available in the hotel	DownTown Restaurant, Level 1	
09:00 – 12:30	GGI Hospitality Desk open	Hotel Lobby	
09:30 – 12:30	Workshops		
	Understanding GGI (compulsory for all candidates & new members)	Chopin & Rubenstein, Level 3	Michael Reiss von Filski
	Advising Clients Regarding United States Market Entry: Overview of Legal, Tax and Dispute Resolution Issues	Paderewski, Level 3	Charles Baldwin Mark Davidson
	Complaint Management – how do you tackle unhappy clients?	Mozart & Puccini, Level 2	Oliver Biernat
	If not India, where? If not now, when?	Aida, Level 2	Ashish Bairagra
	Recent changes in control of foreign investment in Poland	Verdi, Level 3	Prof Maciej Mataczyński
11:00 – 11:30	Coffee Break	Level 2 & Level 3	
12:30 – 14:00	Lunch	Downtown Restaurant, Level 1 & Hemisphere Restaurant, Level -1	
13:45 – 17:30	OPTIONAL TOUR – Wilanów Palace Visit (for pre-registered participants only). Meeting Point: Hotel Lobby		
19:00 – 23:00	Gala Dinner in the Royal Castle. Meeting Point: Hotel Lobby for transfers (Dress code: Black Tie) Some walking on cobblestones. High heels not advised.		

Sunday, 24 April 2016

Time	Event	Room
06:30 – 11:00	Breakfast available in the hotel	DownTown Restaurant, Level 1
	Check out no later than 12:00 noon	
06:45 – 22:00	OPTIONAL DAYTRIP – Kraków: historic and cultural capital of Poland & Auschwitz (for pre-registered participants only). Meeting Point: Hotel Lobby	



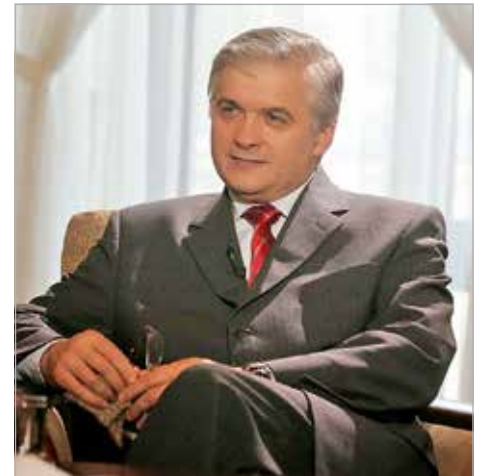
Dr Włodzimierz Cimoszewicz

Dr Włodzimierz Cimoszewicz has had many roles in government, most notably as Prime Minister of the Republic of Poland from 1996-1997. More recently, he was an independent Senator in the Polish Parliament (2007–2015) and Chairman of the Foreign Affairs Committee of the Senate.

In previous years he was also Member of the Polish Parliament (1989–2005); Speaker of the House (2005); Minister of Foreign Affairs, responsible for Polish accession to the European Union and for proposing a model of reform for the United Nations (2001–2005); Chairman of the Constitutional Committee of the National Assembly and Deputy Speaker of the House (1995–1996); Deputy Prime Minister and Minister of Justice (1993–1995); Member of the Council of Europe Parliamentary Assembly and a

rapporteur to the Committee on Legal Affairs and Human Rights (1992–1993); and Chairman of the political parliamentary Caucus of the Democratic Left (1990–1991).

Cimoszewicz received his PhD in Public International Law from the University of Warsaw in 1978; and obtained Honorary Doctorates from the University of South Carolina, Appalachian State University, and Odessa University. Before entering politics in 1989, he worked as an Assistant Professor at the Law Faculty of the University of Warsaw; Fulbright Foundation scholar and lecturer at Columbia University (1980–1981); from 1997 Honorary Lecturer at the Wofford College, Appalachian State University, University of New York, University of South Carolina, Furman University, Queens College, University of



Dr Włodzimierz Cimoszewicz

Maryland, and several other academic institutions in the USA and Canada, and from 2006 as Head of the Foreign Policy Centre at the Law School of the University of Białystok.

Speech summary

“Europe. Are we at a Turning Point?”

Eleven years ago Europe enjoyed a memorable moment. After many years of efforts and preparations, the European Community was joined by 10 new states, 8 of which had previously belonged to the so-called Soviet Bloc. Those of us who were engaged in the process shared the feeling of participation in a historic venture. Although this was the largest single expansion of the Community in the history of European integration and a great challenge in itself, we had the courage to start working on a new treaty, commonly known as a constitution for Europe, with the intention to concurrently deepen the Community and strengthen the EU's institutions and common policies.

In 2008 the financial crisis from across the Atlantic reached Europe. It revealed that numerous countries had implemented reckless financial and economic policies entailing a high risk of infection. Besides

Poland, all EU member states sooner or later faced recession, and the European economy entered a period of stagnation. The crisis proved particularly acute and resistant to any alleviating measures in several member states of the Eurozone. The grave social and political consequences it entailed were inevitable. The European constitution fell down in 2005 after being rejected by the citizens of France and the Netherlands.

The atmosphere surrounding the recent historical change in Europe was nowhere to be seen. In recent years, due to the situation within the member states and the events taking place outside the Community, former optimism and enthusiasm has been replaced with distress, reinforcement of self-centered attitudes, threats of withdrawal from the EU or dismissal of some of its members. Eurosceptics and overt enemies of the Union were pretty successful in

the elections to the European Parliament.

The EU share in global GDP has diminished. The new economic powers increasingly often successfully compete with the European ones. Consequently, the EU is recording an enormous trade deficit with some of its partners. Europe retains its advantage over new economies with regard to research and development facilities, and thus innovativeness. However, other countries are increasing their expenditures on science and education. The results will come. Europe should move quickly forward by increasing its investments in the fundamentals of knowledge-based economy. However, this requires changing the EU's expenditure profile, which is very complicated politically.

What awaits the European Union? Do the current pessimism and euroscepticism, withdrawal of more and more countries

...next page

from joint activities and common positions, and overshadowing of community institutions at times when it is necessary to handle such atypical and difficult matters as Russia's aggression against Ukraine prove that the Union lost its momentum? Is the very low economic growth rate in the majority of EU member states normal in view of the level of prosperity achieved or is it a result of excessive limitations for entrepreneurship? How does one explain

to dozens of millions of the unemployed why the wealthiest group of countries in the world cannot secure employment and dignified living conditions for so many citizens? How does one convincingly explain to millions of citizens of Central and Eastern European countries why they earn several times less and have worse living conditions than citizens of Western Europe doing the same work? How does the EU see its future? What role does it want

to play in the world? How does it want to shape its relations with the neighboring countries facing more and more dangers? How to combine the obvious need to reinforce integration in some areas with the lack of political willingness or failure to meet necessary criteria by certain member states? Should the EU extend its geographical scope or explicitly declare that the process is over? Finally, in what direction should the EU change?

Nenad Pacek

Nenad and his businesses currently advise global and regional directors of over 380 multinational corporations. He is founder and president of Global Success Advisors (global business and economic advisory) and co-founder and co-CEO of the CEEMEA Business Group corporate service (advisory for regional executives running Central Eastern Europe, Middle East and Africa). The advisory focus is on helping executives understand economic/business/political outlooks for virtually all countries around the world and on helping companies build strategies for sustainable growth in emerging markets.

Nenad is the author of "The Future of Business in Emerging Markets: Growth Strategies for Growth Markets" (2012), "The Global Economy" (2012), lead author of "Emerging Markets: Lessons for Business Success and Outlook for Different Markets" (2003, 2007), and a contributor to the book "The Future of Money" (2010). He is one of the world's

leading authorities on economic and business issues that concern multinational corporations seeking faster growth internationally. He performs on average two speeches/advisory sessions every week at various corporate meetings on issues ranging from global, regional and country level economic/business outlooks to best business practices for outperforming competition internationally. In corporate circles he is well-known for not using any notes or power point slides while speaking and engaging in discussion.

Nenad is former Vice President of The Economist Group (Economist Intelligence Unit) where he spent almost two decades advising multinationals on economic and business issues and managing several business units. He chaired over 100 Economist Government Roundtables with Prime Ministers/Presidents and their cabinets throughout Western Europe, Eastern Europe, Middle East, Africa and Latin America.



Nenad Pacek

Nenad is a board member of the Center for Creative Leadership (globally no. 1 provider of leadership education). He is guest faculty at Duke Corporate Education (globally no. 1 provider of corporate education), Notre Dame Executive MBA and a number of corporate universities.

He studied international business, finance and economics. Nenad lives with his wife and three daughters near Vienna, Austria. He spends his rare free time mostly with his family, but occasionally sneaks out to play basketball, tennis, golf and to ski and swim.

Speech summary

"The Business and Economic Outlook for Europe"

Nenad Pacek will examine the outlook for European economies in the global context and explain megatrends that will impact European economic

outlook.

He will walk the audience through the outlooks for different markets, both in Western and Eastern Europe. Nenad

will also examine business megatrends based on his current advisory work with over 400 multinationals operating in EMEA.

International Taxation (ITPG)

Thursday, 21 April 2016
14:30-18:00

Oliver Biernat

Besides an update on current projects, past and future ITPG events and a discussion on recent tax news, we will focus on the following topics:



Oliver Biernat

- Dr Thomas Ditges will share his inside knowledge about “International tax services and professional liability - using the example of Germany”;
- Prof Robert Anthony will talk about “Key French private client law/tax changes in 2015 that affect foreigners”;
- Bärbel Wierzoch will present “Transfer Pricing problems from the point of view of the dependent subsidiary”;
- Last but not least, Julie Bryant and Ashish Bairagra will offer an interactive session on “Key tax issues in cross border transactions”.

Auditing, Reporting & Compliance

Friday, 22 April 2016
Round I – 14:00-15:30

Boris Michels

We will cover the following areas during our meeting:

- Audit fees are often under pressure and clients seek the reduction of audit fees. In order to remain profitable, it is essential to work on audit efficiency. We will talk about different measures that may accelerate and improve the audit process.
- Cross border audits performed by GGI member firms rely on mutual expectations of the same member firms on the audit and reporting quality to be delivered to the Group auditor. We will discuss potential measures to guarantee high quality standards in this reporting process without crossing the line of the network definition.
- Every audit includes the assessment for the need of a capitalisation of tax provisions based on tax risks identified during the audit. We will discuss the implications of missing or inadequate transfer price documentation and how the auditor should react in case of non-compliance of the client.
- The concept of integrated reporting as one alternative for future corporate reporting is of increasing importance in the accounting world. We will learn about the underlying framework, advantages and challenges of this concept as well as the realisation at early adopters based on actual examples. We will discuss the potential business opportunities that may be found by supporting our clients with related advisory services.



Boris Michels

Corporate, Commercial & IP

Friday, 22 April 2016
Round I – 14:00-15:30

Dr Daniel Smyrek

Selling goods in Northern Africa – Distribution law in the Maghreb countries.



Dr Daniel Smyrek

Northern Africa is right at the doorstep of Europe. Besides the geographical vicinity, there are close historical and cultural ties between the Maghreb countries and Europe. In this session, we will focus on the legal regime in those countries from a business perspective and with special emphasis on the distribution of goods. Speaking from long-standing experience as a lawyer advising European companies doing business in Northern Africa, Daniel will deal with topics such as the securing and recovering of receivables, restrictions for foreigners in certain areas of law and things that have to be considered when dealing with local lawyers and tax advisors.

Global Political Economy & International Relations – Understanding the International Economic Order

Friday, 22 April 2016
Round I – 14:00-15:30

Claudio G. Cocca

The zero interest trap

The boom in emerging markets is over and investors in industrial nations are desperately seeking new investment opportunities. Central banks, for their part, are blocking this.

What is happening on stock exchanges and in the financial markets? Since the beginning of the year, prices of shares and commodities have made great strides – predominantly downwards. There are many reasons why markets are badly prepared for a recession: total debt is higher than in 2007, monetary policy has exhausted its traditional easing instruments, and stocks and bonds are valued highly. In addition, the liquidity of many bonds is restricted. If the price of financial assets were to fall in line with the worsening economic climate without the required level of liquidity, the effects could be serious. Those who hold savings and pension funds still face the agonising dilemma of recording losses either through negative interest rates or potential inflation in future, a situation akin to choosing between a rock and a hard place.

The next recession could be even more dramatic. Even after years of recovery, central banks have failed to bring

a degree of normalcy back to interest rates. How will they relax their monetary policies should the global economy fall back into recession? Europe, the USA and Japan have all backed themselves into a corner with no easy escape route: the zero interest trap. Zero interest rates are a life support machine for an unsteady and heavily indebted economy. If interest rates were to be increased, heavily indebted households, companies and nations would suddenly be faced with much higher interest payments. There are nations so heavily indebted that they would be unable to rescue themselves in case of another global financial crisis, as they simply would not have the capacity to afford tax cuts, recovery packages and bank bailouts in the future. Furthermore, there are institutional and political crises afflicting the EU – an exacerbated European refugee crisis and ongoing issues with the Greek economy – which have seen national interests replace the concept of solidarity at the top of political agendas.

We will discuss all of the dark clouds circling over Europe and the global economy at our forthcoming meeting. As usual, it is not one for the faint-hearted.



**Claudio G.
Cocca**

Labour Law

Friday, 22 April 2016
Round I – 14:00-15:30

Jeffrey Kenens

The German Works Council – Some Specialities Foreign Employers should know!



Multinational **Jeffrey Kenens** companies with operations in Europe cannot overlook the importance of legislation aimed at providing workers with input on workplace issues. A company's actions can be declared void if management fails to comply with the laws on works councils: most often, disregard of the requirements results in business plans being significantly delayed. The EU has passed directives that establish rules on aspects of employment law, including works councils. Any company planning to undertake big changes must take into account the obligation to consult with worker representatives. Consultation will often take longer than non-European management might think, so timetables need to reflect this appropriately. We are delighted that we have Prof Dr Renate Dendorfer-Ditges to deliver a speech on the specialities of the works council from a German perspective.

We kindly invite all meeting participants to share their views on the role and impact of the works council and to give an insight into different national specialities regarding this important topic.

Litigation & Dispute Resolution

Friday, 22 April 2016
Round I – 14:00-15:30

Johan F. Langelaar

Magdalena Michalska of SMM Legal will give a presentation about “IP litigation & dispute resolution in Poland”.



**Johan F.
Langelaar**

We welcome all of you (of any discipline) who are interested in litigation and dispute resolution worldwide!

Real Estate

Friday, 22 April 2016
Round I – 14:00-15:30

Paul Simmons

At our session, we will have a fascinating meeting increasing our knowledge of property matters and markets and sharing information on property deals and investment opportunities. The meeting will start with a short presentation by Heritage Group who through their role as fiduciaries have a direct and up-to-date understanding and insight into the hot spots for property deals, the features of a property that make it a successful investment and the levels of returns currently being achieved on investment properties. This will be followed by a Q&A and discussion around the presentation comparing its content to the knowledge and experience of the attendees and the state of the property sector in their country. There will then be time for attendees to share and discuss property investment opportunities. This should be a dynamic and engaging session when we can promote deals our clients have and which may be of interest to the clients of other attendees. This should be a win-win for our clients and enable attendees to work with each other after the meeting. There will be short time allowed for attendees to present property investments and if you would like to do so please contact the meeting Chairman, Paul Simmons (by email pdsimmons@hwca.com), prior to the meeting. Please do come to the meeting and benefit from expert insights into the property market, and find ways of helping your clients and the clients of other attendees.



Paul Simmons



Tax Controversy & Tax Audit Defence

Friday, 22 April 2016
Round I – 14:00-15:30

Ionut C. Zeche & Raluca Tutu

We will meet to discuss many interesting topics. We will start by discussing the current tax litigation landscape and trends including:

- Increase of tax authorities aggressiveness;
- Large assessments have become normality;
- Risk of criminalization on the unclear differentiation between avoidance and fraud;
- The success of tax authorities uphold their cases in courts (more than 75% of the cases);
- Courts focused on quicker processing and ADR;
- Increased information exchange and data matching;
- Diminished management appetite for litigation; and
- Taxpayers' requests for arbitration.

In addition, we will discuss in a roundtable environment alternative ways to manage tax disputes, how to prepare for litigation and when to consider settlement.

Ionut C. Zeche and Peter Oettinger will

have a panel discussion on how Europe and the US differ in terms of a taxpayer's extent to negotiate a favourable resolution with the tax administration. We will see if Europe will ever be in the position to match the US OIC, penalty abatement, instalment agreements, currently not collectible status, Fresh Start Program and in general its extensive practice of negotiating and settling with the IRS.

Peter Oettinger, as the new North American Regional Chairperson of this Special Interest Group, will present the US view of Tax Controversy and Tax Audit Defence.

Raluca Tutu will talk about how BEPS comes into play in the light of tax controversy and how we may come across standardised electronic format for the exchange of BEPS country-by-country.



Ionut C. Zeche



Raluca Tutu

Business Development & Marketing

Friday, 22 April 2016
Round II – 16:00-17:30

Alan Rajah

How to generate work within GGI.



Alan Rajah

We will tackle one of the biggest issues facing our members: how to successfully tap into GGI's professional network to develop new business opportunities. This meeting will provide you with the tools to cultivate new and long lasting relationships with other GGI members.

International law firm Memery Crystal, based in London, will be giving a presentation on: "In your client's shoes", which focuses on why the needs of the client should always come first!

Alan Rajah will then hold a panel discussion on "What firms are doing to attract international work", and would very much welcome your input, questions and any insights you would like to share.

Alan is the Global Chairperson of the Business Development & Marketing Practice Group, and invites all members to keep in touch by joining our NEW Business Development & Marketing LinkedIn Group.

Debt Collection, Restructuring & Insolvency

Friday, 22 April 2016
Round II – 16:00-17:30

Dr Attila Kovács

The focus during this meeting will be directed to the recent judicial practice of Poland in connection with debt collection and insolvency. We shall learn about the recent changes in the Polish legislation with regards to the new insolvency and restructuring law which came into force by 1 January 2016. Jarosław Beldowsky, Partner of GGI member firm SMM Legal, who was a member of the working group established at the Ministry of Justice which drafted the proposal on the new act, will give us a very interesting insight how the practical experience was reflected in the new act and what kind of aspects influenced the adoption of the new law. In the second part of the meeting Kevin Murphy, Partner at GGI member firm CVR Global from London, shall provide us with a (i) summary of the UK insolvency market since 2008, (ii) current areas of growth, (iii) some private equity aspects, information on (iv) litigation and forensic investigations, (v) forum shopping / COMI issues from a UK perspective, and (vi) his offshore experience (BVI, Jersey and Gibraltar) and link to the Eastern Europe / CIS market. And last but not least, since his presentation shall cover the UK, he'll share some thoughts on the UK referendum to exit the EU – and the possible impact if the UK leaves. The third and last part of the Practice Group meeting shall be dedicated to technical matters and the report on the latest success story of the Practice Group.



Dr Attila Kovács

Global Mobility Solutions

Friday, 22 April 2016
Round II – 16:00-17:30

Huub Kapel

At this meeting, we will officially re-name the Practice Group Immigration & Expatriate Services into Global Mobility Solutions. Of course, this will be a festive/sparkling event and you are all invited to celebrate this with us! We will outline the Practice Group's goals, objectives and anticipated actions, all aimed at boosting GGI's international capabilities and new business opportunities.



Huub Kapel

International social security is often not an area that appeals to clients and advisers. This area of expertise is highly undervalued while huge savings can be realised. Based on one or more actual case studies, we will explain how your clients can achieve these savings.

In Barcelona, we compared the expat tax regimes in Spain, Italy and France. At this meeting, we will continue our search throughout Europe and will compare the expat tax regimes in Belgium, Sweden, Switzerland and the Netherlands.

Indirect Taxes

Friday, 22 April 2016
Round II – 16:00-17:30

Steve McCrindle & Toon Hasselman

After the introduction and welcome by Steve McCrindle, we will cover the following topics:

- Supply Chain Management / Logistics issues for Polish businesses: Courtesy of SMM Legal, our guest speaker is Dariusz Stolarczyk, Vice President at RUCH S.A., Head of Services Business and Operations.
- Compensation for late refund of VAT: Richard Jahoda of GGI member firm Grinex will discuss the latest judgments of ECJ in this litigious area. A "hot potato" in the Czech Republic, Richard will also explore implications for other jurisdictions.
- Importance of indirect tax in general and why there is a need for cross-jurisdiction expertise on the subject: Knut Einar Rishovd of GGI member firm Flattum in Norway will discuss this subject from the viewpoint of a non-EU jurisdiction doing business with the EU.
- Doing business in Poland: Steve McCrindle and Toon Hasselman discuss cross border VAT in Poland e.g. import, distribution issues, etc., based on a case study and other snippets procured by GGI member firm EFS Group.



Steve McCrindle



Toon Hasselman



M&A

Friday, 22 April 2016
Round II – 16:00-17:30

Tim van der Meer

The M&A Practice Group now has a total of over 220 GGI registered members. We strive to become the World's most relevant multidisciplinary M&A network.



Tim van der Meer

The agenda of this meeting looks as follows:

Introduction: Tim van der Meer, Chairman M&A Practice Group. Tim will share with us the latest developments within our practice group and about the new initiative: Geneva Capital Group, an international M&A network.

Guest speaker: Barbara Nowakowska. Barbara is the managing director of PSIK, the Polish Private Equity and Venture Capital Association. Barbara will inform us on the latest developments and business opportunities in Poland and Central / Eastern Europe.

Sergiusz Pasecki, partner at GGI member firm CSWP and co-chair of this M&A Practice Group meeting (www.cswp.pl). Sergiusz has over 10 years of M&A / transaction advisory experience in Poland and also in London. He will share with us his insights and experience.

At the end of our PG meeting, all M&A Practice Group participants are kindly invited to continue the discussion during the informal 'networking reception' in the hotel bar. Your first drinks are kindly offered by the M&A Practice Group. The M&A practice group meeting is open to M&A PG members as well as non-members.

Trust & Estate Planning

Friday, 22 April 2016
Round II – 16:00-17:30

Dennis Nerland

Having its roots as far back as the middle ages. The common law concept of trusts has changed over the centuries. Trusts are the relationship between settlor, beneficiary and trustee.



Dennis Nerland

Trusts have evolved into a successful tool for asset management and family succession. In today's meeting, we will explore Trusts – their origins, history and current uses with the participation of a distinct panel of experts who will share their views on this topic from their respective jurisdictions (Canada, Italy and Guernsey).

Workshop with Michael Reiss von Filski

Understanding GGI

Compulsory for candidates and new members

An interactive overview offering a better understanding of the daily life of GGI, membership criteria, selection of members, conferences, workshops, practice groups, the charter, and the functioning of Head Office, Regional Offices and the Executive Committee. This workshop is not only interesting for new and first-time attendees, but it will also provide partici-

pants with an in-depth view of daily operations as handled by GGI management, strategic outlooks and future plans. Clearer insight into the structure and functioning of GGI can also result in expansion of your business, since it provides you with the ability to explain the benefits of GGI better to colleagues in your firm and your clients.



**Michael
Reiss von Filski**

Saturday, 23 April 2016, 09:30-12:30

Workshop with Charles Baldwin & Mark Davidson

Advising Clients Regarding United States Market Entry: Overview of Legal, Tax and Dispute Resolution Issues

What questions do European company clients have of legal and tax professionals regarding United States market entry? The programme is designed to answer these questions and prepare GGI members to advise their clients from the planning through implementation stages. Charles Baldwin (corporate and international practice) and Mark Davidson (tax and corporate practice) will provide practical examples and best practices to assist clients with decision making, in-

cluding cost considerations. Q&A will be welcomed.

Corporate issues will include choice of entity, choice of US state, trademark and intellectual property issues, management and board recommendations, employment law, independent contractor issues, environmental law, and other actions needed to establish successfully a US business. Tax considerations will include tax treaty issues, capitalization and loans, entity tax classification election,



**Charles
Baldwin**



**Mark
Davidson**

Saturday, 23 April 2016, 09:30-12:30

tax nexus rules, estate taxes and other considerations to minimize tax exposure and increase profitability.

Risk management practices and planning will be addressed, including common law and civil law comparisons, insurance, arbitration versus litigation, choice of law and forum, and typical contract and negligence claims and planning for successful resolutions.



Workshop with Oliver Biernat

Complaint Management – how do you tackle unhappy clients?

An interactive workshop with role-plays and drafting your private guidelines. (Limited to 25 persons.)

We all know that situation: a client complains. Maybe someone in your firm did something wrong or too late. Maybe you are too expensive, have too much staff fluctuation or did not communicate enough with the client beforehand. Or maybe the client is just difficult or does not fit into your market approach. What is the best way to approach such a situation? Are there different approaches to different problems? Do you have a kind

of guideline in case it happens or do you react spontaneously? What about your staff? Do they have a guideline of what to do when you are not around?

After an introduction from Oliver, you will exchange information and experiences on the questions above and on different solutions. Furthermore we will spend some time on what you may be able to do proactively before critical situations arise in order to avoid complaints, e.g. when you plan to increase fees, change contact partners or try to reduce your workload when you have agreed on a fixed fee. Be prepared to act



**Oliver
Biernat**

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in role-plays, but this is the way to learn to swim for real life.

If your company already has guidelines on complaint management please bring them along. The goals of this workshop are to learn from each other, train each other for difficult situations, and help one another to draft or improve each attendee's own guidelines on "how you tackle unhappy clients".

Workshop with Ashish Bairagra

If not India, where? If not now, when?

In this workshop, Ashish Bairagra, Partner of GGI member firm M. L. Bhuwania & Co., will present the opportunities available for European companies in India. He will also present on the recent changes in India's fiscal budget which open up a plethora of opportunities for Pension Funds, Real Estate Investment Trusts, Manufacturing

companies, Infrastructure companies, Patent box companies and other industries or businesses whether in the manufacturing or the services sector. Other changes, that have brought major relief to foreign companies and investors who consider India's tax system as vulnerable, will also be discussed in this workshop.



**Ashish
Bairagra**

Saturday, 23 April 2016, 09:30-12:30



Workshop with Prof Maciej Mataczyński

Recent changes in control of foreign investment in Poland

Law of July 24th 2016 on control of certain investments has introduced to Polish legal order the concept of ex ante consent by Minister of State Treasury on acquisition of controlling stake in companies conducting business activity in strategic sectors of economy. These include, inter alia, production of munitions and other military equipment, telecommunication, production and distribution of energy, gas & oil businesses and chemical industry. Taking over shares of such a company will only be possible provided that Minister of State Treasury has not issued decision

opposing it. Minister can only oppose it, if such a decision could harm security of Poland. Minister of State Treasury acts upon recommendation of Consultative Committee created by aforementioned law and composing of representatives of other ministries and services responsible for safeguarding security. Law of July 24th 2016 provides for administrative review of administrative decisions. This act was inspired by and, to certain extent modelled on recent Austrian and German regulations. Law of July 24th 2016 is framed as a public security exception to freedom



**Prof Maciej
Mataczyński**

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of establishment and free movement of capital of Treaty on functioning of the European Union.

ACTIVITIES: Thursday, 21 April 2016 | 09:15 – 17:30

Hidden traces of Jewish culture and history in Warsaw

Próżna Street and Grzybowski Square: You will take a walk along the only surviving street from the Warsaw ghetto, where the pre-war architecture still exists in its original form. It is here where the Jewish Festival “Singer’s Warsaw” takes place every year.

Nożyk Synagogue: The only Warsaw synagogue which has survived the ravages of war.

Krochmalna Street 10: Visit the street where I.B. Singer lived and worked and hear his passionate biography.

Jewish Cemetery: Visit the cemetery which was founded in the nineteenth century and currently houses around 250,000 tombs. Amongst those buried here are Ludwik Zamenhof, inventor of the international language Esperanto.

The Museum of the History of Polish Jews: Built in the site of the former War-

saw Ghetto. This multimedia narrative museum and cultural center presents the history of Polish Jews and the rich civilization they created over the course of almost 1,000 years.

The former Jewish Ghetto area with its Monument to the Heroes of the Ghetto, Umschlag Platz and Mila 18 Street with the bunker where Mordehaj Anielewicz, the leader of the Ghetto Uprising, committed suicide.

Lunch is provided, and you will also



Museum of the History of Polish Jews

enjoy a traditional pasha cake and cup of coffee in one of the best Jewish restaurants in Warsaw. **(Not suitable for those planning to attend the ITPG meeting).**

ACTIVITIES: Thursday, 21 April 2016 | 13:15 – 16:30

Orientation Tour of Warsaw

Discover Poland's capital: fascinating city full of contrasts, modern metropolis with a turbulent history:

The Royal Route: You will see the aristocratic residences, famous monuments

and churches including the Holy Cross Church with urn containing the heart of Frédéric Chopin as well as Presidential Palace and other government buildings.

The Old Town with the Royal Castle

with its Square. You will get the chance to see King Sigismund's III Column - the first secular monument in Poland, the Royal Castle and defence wall system. You will visit St John's Cathedral, a witness of the most important events in the history of Poland.

The Old Market Square with the statue of the Warsaw Mermaid and full of restaurants, cafeterias, galleries.

Warsaw's New Town with the Barbican, the house of Madame Curie (great Polish scientist who received two Nobel Prizes for her achievements in the field of physics and chemistry) and the Monument of the Warsaw Uprising 1944.

Other important places of interest to be visited: Marshal Joseph Pilsudski Sq. with the Tomb of Unknown Soldier and Saxon Garden, the Palace of Culture and Science, and the so-called part of the city with MDM Square. **(Not suitable for those planning to attend the ITPG meeting).**



ACTIVITIES: Friday, 22 April 2016 | 08:45 – 17:00

In the Footsteps of Frédéric Chopin

Discover Chopin – the world-famous genius! Drive to Żelazowa Wola (50km) to visit an old Polish manor, the birthplace of the composer. The house where Chopin was born is now a museum surrounded by a large garden. The museum has been reconstructed in a very modern style.

In the afternoon the tour returns to Warsaw where Chopin spent half of his life. Walk down Krakowskie Przedmieście: the Holy Cross Church where the com-

poser's heart is enshrined, Church of the Nuns of the Visitation where Fryderyk played the organ, the Chopin Salon (optional visit), a part of the flat where the composer spent his last years before leaving Poland. At the end, there is a visit to Chopin's museum at Ostrogski's Palace, one of the most hi-tech museums in Europe, opened in the spring of 2010 to mark his 200th anniversary. Lunch is included. **(ONLY for Accompanying Persons).**





ACTIVITIES: Saturday, 23 April 2016 | 13:45 – 17:30

Wilanów Palace Visit

Visit the royal summer residence of King Jan III Sobieski, the famous conqueror of the Turks at the battle of Vienna in 1683. Explore this wonderful baroque palace and a place of great beauty; the original architec-

ture of the palace is the effect of the merger of European art with old Polish traditional construction. Preserved sculptural facades and the interior of the Palace is in reference to the symbolism of the ancient states

apotheosis of the Sobieski family and the glorification of the military successes of the king. If the weather is sunny, take the opportunity to stroll through the beautiful garden and park.

ACTIVITIES: Sunday, 24 April 2016 | 06:45 – 22:00

Kraków: historic and cultural capital of Poland & Auschwitz

There will be a transfer from the hotel to the train station first thing in the morning, to take a fast train from Warsaw to Kraków.

On a rocky height overlooking the Vistula river, the defensible Wawel Hill is said to have been kept out-of-bounds by a legendary dragon living in a cave below it. The city was the seat of the Polish monarchy and the country's capital until 1596. Thanks to the fortuitous absence of major catastrophes, Kraków's heritage remains fully intact for today's visitor to enjoy. Listed by UNESCO as a World Heritage Site with an enchanting Old Town, Wawel Castle and the Cathedral complex (where kings of Poland and national heroes lie buried), and one of medieval Europe's largest market places with its Renaissance Cloth Hall and



Krakow – Cloth Hall Sukiennice

the Gothic Church of St Mary. Once the city walk is finished, lunch will be provided in one of the local restaurants. After lunch there will be a visit to Auschwitz – the large-

est of the Nazi concentration camps during World War II. It has been the largest 'death' factory in the history of humanity and a silent witness to human tragedy.



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