



# Personal Income Tax Planning and Labor Law Compliance 2010

23rd September 2010,  
**Legend Hotel**  
Ho Chi Minh City  
Viet Nam

*[www.irvingseminar.com](http://www.irvingseminar.com)*

# Introduction

Since the 1st January 2009 Personal Income Tax reform entered into force in Vietnam, the tax landscape of salaries and benefits has changed repeatedly. Several delays, exemptions and new regulations were introduced for the remuneration of expatriate and local employees. Now that the dust has somewhat settled, it is a good time to take stock of your remuneration structures, the taxation of the employee benefits and to look ahead to 2010 for new tax optimization ideas. Which steps should you still take in 2010 to improve your tax position?

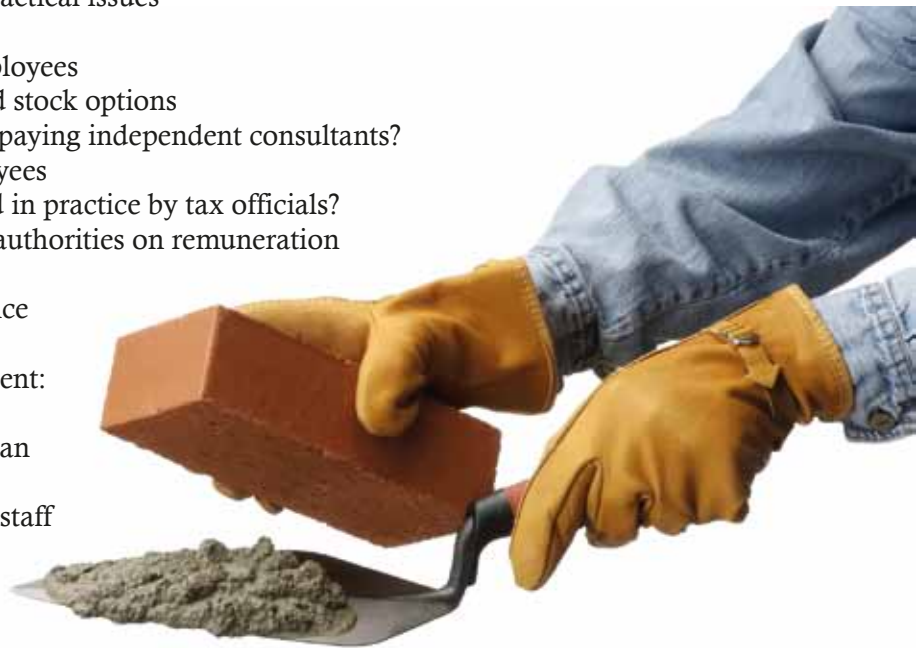
Together with individual investors, expatriate employees face a new tax regime. Multinational enterprises must take into account the new personal income tax rules to assess what has changed in their responsibilities for income taxes on the salaries and benefits of their cross border employees.

This seminar is not a simple overview of the new law on personal income tax, but a full day in-depth workshop that covers all the details you need to implement tax planning. The most authoritative experts and consultants are gathered for this important topic for international enterprises and investors.

## “Bullet-points”

This conference addresses the following practical issues

- Tax compliance for expatriate employees
- New tax rules for bonus shares and stock options
- What are the tax consequences of paying independent consultants?
- Optimization for expatriate employees
- How are the new PIT rules applied in practice by tax officials?
- Practical experiences with the tax authorities on remuneration of expatriates
- Taxation of pension plans, insurance and medical benefits
- Taxation of cross border employment: how to optimize taxes regionally?
- What can you still do in 2010 to plan for 2011?
- Short term assignments of foreign staff and tax exemption in Vietnam: how does it work?



# Program

08.30 **Registration**

09.00 **Introduction**

09.15 **Lessons learn from one year PIT**

- Response of GDT to tax declaration
- Dispute on PIT
- New Official letter on PIT

**Lieu Phan Thi**

*Gide Loyrette Nouel A.A.R.P.I.*

10.10 **Tax Planning Tips for Short Term Assignments to Vietnam**

- Regulatory context: permits needed?
- How to obtain a DTA exemption?
- When is the assignee treated as a resident?
- Effect on the finalization
- Reimbursements?
- Documentation process

**Le Quang Phi**

*Mazars*

11.00 **Break**

11.30 **Labor and Immigration Compliance**

- Procedure and practical tips for obtaining work permit for expatriate employees
- Which immigration rules apply?
- Labor Compliance: check list to follow
- Work permit issues at arrival, interim periods, independent consultants, employees with regional positions
- Who is the “employer” for Vietnam Labor Law purpose

**Katrina Alday**

*Vilaf*

12.30 **Luncheon**

14.00 **Taxation of Payments to Independent Consultants**

- Foreign Contractor Tax or PIT?
- Effect on the VAT
- Deemed profit rates for independent service providers
- Cross border payments
- Compliance aspects
- Tax planning ideas

**Sarah Jubb**

*Ernst & Young*

14.45 **Reimbursement of Employee Salaries, Travel Costs and Benefits to Foreign Companies**

- Application of the foreign contractor tax Impact of the DTA
- Which evidence is needed?
- Will the payments be CIT- deductible?
- Vouchers and invoice issues
- Practical tips

**Lynn Tastan**

*Deloitte*

15.30 **Break**

16.00 **Tax Optimization Strategies: Which Structures May Still Work?**

- Personal employment companies
- How to put in place an equity-based remuneration plan?
- Stock options and redeemable preference shares
- Offshore services
- Examples of regional tax planning

**Edwin Vanderbruggen**

*DFDL Mekong*

17.00 **Practical Points of Attention for Preparing the Annual PIT Finalization**

- How to reconcile the monthly PIT declarations?
- Which revisions are usually needed?
- Common mistakes and how to avoid them
- Practical recommendations by experts
- Documents needed

**Edwin Vanderbruggen**

*DFDL Mekong*

17:30 **Closing**

# Speakers



**Ms. Lieu Phan Thi**  
Senior Associate  
Head of GLN Tax Practice

Ms Phan Thi Lieu has been the Head of Tax at GLN since she joined the firm in November 2009. Lieu holds a master's degree in Law, specializing in Economic Law and has over twelve years of experience in providing tax assistance to clients across various industries. She specifically focuses on tax due diligence in Vietnam in the context of mergers and acquisitions, but regularly advises multinational clients in Vietnam on all aspects of tax compliance. She has recently conducted various due diligence projects on diverse targets, including: banks, a food manufacturer, a party to an oil PSC "farm in and farm out", a holiday resort, an



**Mr. Le Quang Phi**  
Partner  
Tax & Business Advisory Services

Mr. Le Quang Phi has over 15 years of professional advisory and accounting experience, including 9 years worked for Big 4. Phi specializes in wide range of areas including advisory, consultancy on all tax laws, legal and regulatory frameworks for foreign investment incorporation, market entry in Vietnam, enterprise accounting system related issues. Over the past 15 year experience, Phi serves a wide range of clients including multinational corporations, foreign invested enterprises, foreign banks and large local companies. Mr. Le Quang Phi is a member of ACCA (UK) and the Vietnam Tax Consultants' Association (VTCA). He also holds a MBA degree from International American University, CA (USA).



**Ms. Katrina Alday**  
Professor  
Tax & Business Advisory Services

Ms. Katrina Alday obtained her Juris Doctor (J.D.) Degree from the Ateneo De Manila University School of Law, Philippines, and her Masters in Law (LLM) Degree in Georgetown University Law Center, Washington DC USA. Before joining VILAF in 2007, Katrina was an Assistant Secretary (i.e., Assistant Minister) in the Office of the President of the Philippines, and was responsible for among others representing the Office of the President in the Committee on Tariff and Related Matters and the Technical Committee on WTO Matters. Katrina was also professor in one of the leading universities in Manila teaching tax and commercial law subjects. Katrina's practice areas include WTO, Corporate and Commercial.



**Ms. Sarah Jubb**  
Director  
HCMC Office

Ms. Sarah Jubb is a Director in E&Y HCMC office and has been involved in the public accounting arena for over 20 years. Sarah is a Chartered Accountant, gaining her qualifications in Australia. Sarah has gained extensive experience in the complexities of the Australia taxation system, and is working with E&Y HCMC office to develop core practice management procedures and processes. Sarah's main focus is now on expatriate tax services for Vietnam. This encompasses tax planning, compliance and cross boarder advisory for a broad base of foreign companies doing business in Vietnam. Sarah holds a Bachelor of Arts, Accounting and Law from the University of Canberra, Australia and is a member of the Institute of Chartered Accountants in Australia.



**Ms. Lynn H. Tasthan**  
Tax Partner  
Tax & Business Advisory Services

Ms. Lynn Tasthan joined Deloitte Vietnam in 2004 as a tax manager advising on Vietnam tax and involve in building Deloitte Vietnam's tax practice. Lynn was recently promoted in July 2010 as Tax Partner base in HCMC. Lynn has been working in public accounting over 15 years. She has extensive experience in Canadian tax and now Vietnam tax advising multinational clients in various industries. Her focuses is in Oil & Gas, manufacturing and services industries. Lynn is a Certified Public Accountant, New Hampshire, US. Lynn was educated and started her career in



**Mr. Edwin Vanderbruggen**  
Partner, Senior Tax Advisor  
Head of Indochina Tax Practice

Mr. Edwin A. Vanderbruggen has 17 years experience as a tax lawyer and academic. He advises multinational enterprises, governmental departments and international organizations in the field of international taxation, tax planning and on the public international law of trade & investment. Besides extensive tax consulting work for multinational enterprises he has regularly trained and assisted tax department officials in various countries, designed policy and drafted tax laws and regulations and has supplied expert testimony to tax courts. He has also trained and advised governmental agencies on international trade/investment law and arbitration.

# CONFERENCE REGISTRATION FORM

Please register the following delegate (s) for the conference on:

## PERSONAL INCOME TAX PLANNING 2010 - 2011

1) Name: \_\_\_\_\_ Position: \_\_\_\_\_ Email: \_\_\_\_\_

2) Name: \_\_\_\_\_ Position: \_\_\_\_\_ Email: \_\_\_\_\_

3) Name: \_\_\_\_\_ Position: \_\_\_\_\_ Email: \_\_\_\_\_

4) Name: \_\_\_\_\_ Position: \_\_\_\_\_ Email: \_\_\_\_\_

5) Name: \_\_\_\_\_ Position: \_\_\_\_\_ Email: \_\_\_\_\_

6) Name: \_\_\_\_\_ Position: \_\_\_\_\_ Email: \_\_\_\_\_

Company: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ Zip Code: \_\_\_\_\_ Country: \_\_\_\_\_

Tel: \_\_\_\_\_ Fax: \_\_\_\_\_ Company Email: \_\_\_\_\_

Name & Title of Approving Manager: \_\_\_\_\_

Authorized Signature : \_\_\_\_\_

Nature of Business: \_\_\_\_\_

(Please photocopy for more delegates. Kindly fill in the registration form in English)

Registration Date \_\_ / \_\_ / \_\_

### REGISTRATION FEES

Fee for one delegate including a binder with all presentation material and a CD-Rom, lunch and refreshment

1 Delegate

400 USD

### 3 EASY WAYS TO REGISTER OR ENQUIRE

#### PHONE

Tel: +66(0) 85 807 0970

#### E-mail:

[irving@irvingseminar.com](mailto:irving@irvingseminar.com)

or visit our website:

<http://www.irvingseminar.com>

IRVING Seminar and Training Limited  
Unit 2503, Insurance Group Building,  
141 Des Voeux Road Central, HongKong

### CONFERENCE DATE

Ho Chi Minh City

23 September 2010

09:00 - 17:30

### INCORRECT MAIL INFORMATION

It is possible that you will receive multiple mailings of this event or incorrect company details on the labels, for which we apologize. If this happens, please let us know so that we can update our database immediately. If you do not wish to have your name on our mailing list, please let us know and we will remove it.

### ADMINISTRATIVE DETAILS

#### METHOD OF PAYMENT:

( ) Bank Transfer to

**Irving Seminar and Training Limited**

DBS Bank (Hong Kong)

Multi Currency-Savings

Account No. 788-152-957

Hong Kong Swift Code : DHBKHKHH

(US20\$ will be charged for the transfer fee)

### FOR NORMAL REGISTRATION

In order to avoid any inconvenient circumstances to delegates at the conference, payment should reach us 5 days after the registration form is submitted. In view of booking arrangements at the venue, cancellations can only be accepted until 5 working days before the day of the seminar and we provide a voucher. If you cannot attend the seminar without a valid cancellation we will send you the documentation by mail.

### ENQUIRIES

Please contact our conference administrator at

email: [irving@irvingseminar.com](mailto:irving@irvingseminar.com)

if you need more information about the conference

 **IRVING**  
Seminar & Training