

Drawing from the international talent pool?

Obtain the latest information on tax, banking, recruitment, and immigration issues when sourcing from a foreign talent pool

The opportunity to secure talent from an international pool can be a welcome option for companies looking for unique and hard to find skill sets. But companies need to be aware of both the benefits and issues in employing inbound workers.

Join us for this cross service session that will introduce you to some of the key areas where you can maximize the benefits and minimize the risks of employing global talent.

This session will be of interest to senior executives who are considering bringing in talent from abroad and want an overview of key legal and financial issues.



Dates & Locations

Tuesday, October 23rd, 2012 - St. John's, NL

The Suncor Energy Fluvarium, 5 Nagle's Place, Pippy Park, St. John's, NL

Wednesday, October 24th, 2012 - Halifax, NS

The Westin Nova Scotian, Lunenburg Room, 1181 Hollis Street, Halifax, NS

Thursday, October 25th, 2012 - Saint John, NB

Delta Brunswick, Trinity Room, 33 King Street, Saint John, NB

Friday, October 26th, 2012 - Charlottetown, PE

Rodd Charlottetown, Provinces Room, 75 Kent Street, Charlottetown, PE

Agenda

8:30am – Registration and refreshments

9:00am – 11:00am - Presentations and Q&A

Developing a global recruitment strategy

Derek Millar, Vice-President, Ian Martin Engineering

Developing a global strategy to attract, hire and retain the right talent for your company's needs requires consideration of many issues including how and where to look for global talent, can foreign workers be contracted and terminating workers.

Temporary foreign workers: the ins and outs of Canada's immigration laws

Stephen Green, Senior Partner, Immigration Lawyer, Green and Spiegel

Ensuring company-wide compliance when dealing with temporary workers is essential under the new immigration regulations. Understanding updated regulatory changes before a company embarks on filing their labour shortages is a must in the mobility of foreign workers into Canada.

Income tax compliance and your international work force

Matt Smith, Senior Manager, Deloitte

Guidance on tax issues including: withholding obligations, waivers and reporting requirements.

Helping foreign workers in Canada start right

Pankaj Mehra, Director - India, South Asia & the Philippines Markets, Multicultural Banking, Scotiabank

To help newcomer employees settle in Canada easily and successfully, banking products need to be specifically tailored for the unique needs of foreign workers. Scotiabank will discuss their *StartRight* Program which has been designed specifically for the needs of these workers.

We will also be joined by **Kamrul Islam** from the **Government of Newfoundland & Labrador**, **Leanne Bartlett** and **Rany Ibrahim** from the **Government of Nova Scotia**, **Angela Willis** from the **Government of New Brunswick** and **Gaylene MacKenzie**, International Recruitment Officer from the **Government of Prince Edward Island** who will speak to the immigration programs administered in their respective provinces.

Register to attend

Seats are limited for these complimentary sessions, so registration is required. **Please RSVP to the contact person noted in the city where you would like to attend.**

RSVP - St. John's Session

Please email **Jillian Stoyles** at jstoyles@deloitte.ca or call **(709) 758-5174** no later than **October 17th, 2012** to register

RSVP – Halifax Session

Please email **Pam Todd** at ptodd@deloitte.ca or call **(902) 721-5651** no later than **October 17th, 2012** to register

RSVP – Saint John Session

Please email **Sarah Wowchuk** at swowchuk@deloitte.ca or call **(506) 663-6711** no later than **October 17th, 2012** to register

RSVP – Charlottetown Session

Please email **Gaylene MacKenzie** at gemackenzie@gov.pe.ca or call **(902) 368-6734** no later than **October 17th, 2012** to register

About the presenters

Derek Millar is the Vice-President of **Ian Martin Limited**, an international recruitment firm specializing in engineering, technical and manufacturing. With over 25 years experience in HR and recruitment, Derek brings local, national, North American and international experience to the recruitment industry.

Stephen Green is a lawyer with **Green and Spiegel** and has been certified by the Law Society as a Specialist in Immigration Law. He is the Past Chair of the Canadian Bar Association, National Section, Citizenship and Immigration

Matt Smith, Senior Manager, **Deloitte**, has over 20 years' experience dealing with international tax issues. He is currently the leader of the Atlantic Global Employer Services Group with Deloitte. He has assisted both companies and individuals to address the compliance issues associated with an international work force.

In his current role, **Pankaj Mehra** is actively engaged in assisting newcomers to Canada through Scotiabank's *StartRight* Program, a program designed specifically for newcomers to make settling in Canada easier.