

Human Resource Improvement in Post-Covid China

- Hiring the right senior executives
 - New hire due diligence
- Integrity Training of Chinese Blue Collar/White Collar Employees

Wednesday, June 7, 2023

11:00 AM EST



Webinar Agenda

Part 1: Brief Introduction of East West Associates

- **Housekeeping: Questions to the Speakers**

Part 2: Webinar Series

Part 3: Introduction of Speakers

Part 4: Re-engaging Human Resource Activities in Post-Covid China

Part 5: Q&A Discussion

Part 6: Follow up

- Founded in 2005, EWA executives reside in 5 markets:
US, China, Southeast Asia, Mexico & Central Eastern Europe
- All EWA executives have held senior management positions with P&L responsibilities for western MNCs, including Briggs & Stratton (NYSE: BGG), Bechtel Corporation and Ashland, Inc. (NYSE: ASH)

- Leading provider of Supply Chain & Operational, Human Resource & Risk Management implementation

- Extensive experience in numerous key industries:

Automotive
Metal Fabrication
Chemicals
Semiconductors
Specialty Metals
Energy & Natural Gas

General Manufacturing
Consumer Goods
Packaging
Food & Beverage
Laboratory Equipment
Industrial Textile & Apparel

Durable Goods
Filtration & Separation
Electronics
Medical Devices
Food Technology
Costings & Building Materials

EWA Company Profile

East West Associates



Webinar Series

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Webinar Series

June 7:

Human Resource Improvement in Post-Covid China

June 20:

Companies Manufacturing In-China/For China - 2023 Headwinds: Scenarios & Solutions

Who should attend?

Executives whose US-owned companies are committed to manufacturing in China and selling into in-China markets.

Why should they attend?

For ideas and guidance to help navigate new business restrictions and other headwinds to your In-China/For China manufacturing operations.

Introduction of Speakers

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Jay Hoenig

- Global Chief Operating Officer, Hill & Associates
- Asian Pacific Vice President & General Manager, Bechtel Group
- Senior Director, Fluor Corporation (NYSE: FLR)
- Chairman of the American Chamber of Commerce in Shanghai
- Senior White House Advisor – Industrial Base

Vicky Shao

- Vice President of Human Resources, Flexco Conveying Equipment Manufacturing Company
- Human Resource HR Manager, Lombard Risk International Ltd.
- Executive Department Human Resources & Administration, Nitto Denko Corp (6988: Tokyo)

Vicky's recent EWA candidate searches include:

1. General Manger
2. Chief Financial Officer
3. Automation Engineer & Production and Quality Engineer
4. R&D Manager
5. Finance and HR Manager

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3 Core Human Resource Topics

1. **Recruiting for Senior Executives**
2. **Individual Due Diligence of Senior Executive Candidates**
3. **Integrity Awareness Training**

EWA Recruitment for Senior Executives

1. EWA executives held P&L senior management responsibilities for running China/Asia Pacific for Western companies.
2. EWA has recruited senior executives since 2009.
3. EWA executives understand position requirements because we have previously held such positions.
4. Each search is conducted by a senior level East West executive.
5. We conduct retained executive searches according to an established and proven methodology.

Our extensive China search experience has focuses on qualified candidates for “C-Level” positions:

- General Managers & Country Managers
- Chief Financial Officers and Financial Controllers
- Functional heads of Human Resources, Sales & Marketing, IT and Manufacturing

Individual Due Diligence of Senior Executive Candidates

1. Covers the basics of typical "background" checks i.e., education, salary, title, employment history
2. In-depth: Criminal & civil litigation records, lifestyle, businesses owned, BODs, shareholder in competing entities, etc.
3. For senior positions, need more information on character, ethics, personal traits, management style, etc.
4. Survey past employers & employees, past & current suppliers, customers, business partners, trade or civic organization, etc.
5. Identify and document leadership qualities
6. How they handle internal and external disputes
7. Are they personally financially stable; are they in substantial personal debt
8. Validate past and present personal "performance" indicators i.e., increased top line revenue by XXXX percent
9. Explore candidate's necessary technical or industry experience via past employers

Integrity Awareness Training

1. Provides a baseline for the companies "in country" corporate governance position
2. The importance to the company's reputation and abiding by countries laws
3. Typically can be given when new GM is in place
4. Develops before & after employee understanding of issues
5. Defines and educates on what is acceptable behavior
6. Sets integrity expectations of staff in various functions (management, sales, procurement, government relations, IT, etc.)
7. Can be tailored to address specific concerns i.e., IP/TS theft, kickbacks, bribery, etc.
8. Defines the consequences of unethical behavior
9. Deputizes all employees to be aware of and report unethical behavior
10. Creates an environment where all are held to same standards
11. Focuses on PRC Anti-bribery Law rather than FCPA (for expats)
12. Provides real case studies

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Executive Searches for Senior Executives

- What are the major impacts on recruitment since the epidemic?
- What are the major opportunities for recruitment after the epidemic?
- What is the change of the talent market in China after epidemic? What is the talent flow trends?

Individual Due Diligence of senior executive candidates

- Given the expanding privacy laws and National Security Law, can you still do discreet inquiries
- Can you obtain individuals Hukou?
- Do you need consent from the candidate per Personal Information Protection Law

Integrity Awareness Training

- Why focus is it focused on FCPA and China Anti-bribery law
- Can it be tailored to a particular unethical behavior
- How does management introduce the training

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- Participants will receive a webinar survey
- Webinar recording & PowerPoint will be provided in follow up email and available on EWA website (www.eastwestassoc.com)

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