

## Country Profiles: eGuide to Employment Requirements and Practices

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### Know the Facts

Whether you are a newcomer to your organization's international group, hoping to get "up to speed," or a veteran who is considering the establishment of a new venture, it is critical that you know the laws regulating employment, compensation, and benefits in places where your company has operations. Business decisions based on assumptions or incorrect information can have an adverse impact on your organization's bottom line. With a better understanding of tax and employment laws, Social Security and other statutory requirements, regulatory initiatives, and employer practices, you can make informed decisions that contribute to future success.

Now you can have immediate access to this information on more than 80 countries using Aon Hewitt's Country Profiles "eGuide to Employment Requirements and Practices."

#### **Aon Hewitt Country Profiles Can Help:**

- Support a decision to establish or not establish operations in a specific country;
- Update you on changes in the regulatory environment of a country; and
- Verify information provided by your operation.

### Contents

Each of our Country Profiles generally describes:

- Economy and Government;
- Labor Environment;
- Cost of Employment;
- Employment Terms and Conditions;
- Statutory and Employer-Provided Benefits;
- Health Care System;
- Taxation of Compensation and Benefits; and
- Issues for Expatriate Employees.

# Order Form

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We would like to order the online version of the Aon Hewitt Country Profiles. We understand that Aon Hewitt will invoice us USD 5,200 for up to 49 users and USD 7,700 for 50 + users for online access to the profiles for all of the countries listed below. **These fees are effective through December 31, 2012.**

Algeria	Cyprus	Indonesia	Nicaragua	South Africa
Antigua and Barbuda	Czech Republic	Ireland	Nigeria	Spain
Argentina	Denmark	Israel	Norway	Sweden
Australia	Dominican Republic	Italy	Oman	Switzerland
Austria	Ecuador	Jamaica	Pakistan	Taiwan
Bahamas	Egypt	Japan	Panama	Thailand
Bahrain	El Salvador	Jordan	Paraguay	Trinidad and Tobago
Barbados	Estonia	Kazakhstan	Peru	Turkey
Belgium	European Union	Korea	Philippines	Ukraine
Bermuda	Finland	Kuwait <sup>1</sup>	Poland	United Arab Emirates
Bolivia	France	Latvia <sup>1</sup>	Portugal	United Kingdom
Brazil	Germany	Lebanon <sup>1</sup>	Puerto Rico	United States
Brunei	Ghana	Lithuania <sup>1</sup>	Qatar	Uruguay
Bulgaria	Greece	Luxembourg	Romania	Venezuela
Canada	Guatemala	Malaysia	Russia	Vietnam
Chile	Honduras	Mexico	Saudi Arabia	
China (People's Republic)	Hong Kong SAR	Morocco	Singapore	
Colombia	Hungary	Netherlands	Slovakia	
Costa Rica	India	New Zealand	Slovenia	

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<sup>1</sup>In production.

Please fill out this form completely for all users who will be accessing the Aon Hewitt Country Profiles eGuide, and return it to Aon Hewitt by mail:

Aon Hewitt  
International Research  
100 Half Day Road  
Lincolnshire, IL 60069

Or fax it to International Research at 847-771-7601.

If you have any questions regarding the eGuide, you may email them to [CountryProfiles@hewitt.com](mailto:CountryProfiles@hewitt.com).

All user information will be recorded by Aon Hewitt as indicated on this form for purposes of administering and maintaining user access to the eGuide and emailing Monthly Updates on technical and legislative developments.

	First Name	Last Name	Phone	Phone Ext.	Email Address
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We accept and will abide by the terms and conditions specified in the Aon Hewitt Country Profiles eGuide. We understand that we will be invoiced:

- \_\_\_\_\_ USD 1,000 for single profile (specify country) \_\_\_\_\_
- \_\_\_\_\_ USD 5,200 per year for online access of up to 49 users, or
- \_\_\_\_\_ USD 7,700 per year for online access for 50 + users;

We agree to notify Aon Hewitt at least thirty (30) days prior to the end of the initial term or any renewal term, if we wish to cancel the subscription. We agree that we will not quote or reproduce the profiles for any purpose or any use outside our company and its subsidiaries.

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Zip/Postal Code \_\_\_\_\_ Country \_\_\_\_\_

Telephone Number \_\_\_\_\_ Email Address \_\_\_\_\_

Signature \_\_\_\_\_