

**TUESDAY, AUGUST 24, 2004, P.M.**

**SESSION 29: ISSUES IN MOVING AND WORKING OVERSEAS IN THE MINING, METALS AND MATERIALS BUSINESS**

Sponsor: Management and Metallurgy Section of The Metallurgical Society of CIM

Room: Albion A

Chairman: C. TWIGGE-MOLECEY, Hatch, Mississauga, Ontario, Canada

M. KING, Noranda-Falconbridge, Toronto, Ontario, Canada

PAPER 29.1 — 14:00

THE REALITIES OF AN EXPATRIATE ASSIGNMENT.

E. SIAROFF, Noranda-Falconbridge, Toronto, Ontario, Canada

The session will provide a realistic look at what an expatriate assignment is all about, from the Company and employee perspective; the ups and downs, what can the employee expect, what are the typical issues that arise, and what can Companies and employees do to ensure an assignment is successful?

PAPER 29.2 — 14:30

COMPENSATION ISSUES IN INTERNATIONAL RELOCATION.

M. VAN SEVEREN, KPMG, Hamilton, Ontario, Canada

This paper will encompass discussion surrounding tax issues relating to employees transferring overseas to work in the mining and metals industries. Topics of major interest and importance are:

- Overseas Employment Tax Credit for Continuing Residents of Canada;
- Departure tax issues - for individuals ceasing to be residents of Canada;
- Foreign compensation issues - related to but not limited to cost of living allowances;
- Foreign jurisdictional tax filing requirements for individuals;
- Foreign jurisdictional reporting requirements for the corporation.

COFFEE BREAK — 15:00 – 15:30

PAPER 29.3 — 15:30

THE FUTURE OF MEDICAL ASSISTANCE: RESPONDING TO EVOLVING GLOBAL MEDICAL RISKS.

M. DRUCKMAN, SOS International, Trevese, Pennsylvania, U.S.A.

Managing medical risks has become even more complex and challenging with the advent of global bio-terrorism and the rise of emerging new diseases. Lessons have been learned from SARS, and terrorist events, but how can we best manage these risks into the future? The existing role of medical assistance will be presented along with new and future services that may result in better management of medical issues on a global and real-time basis. Case studies will be included.

PAPER 29.4 — 16:00

TOP TEN ISSUES FOR RELOCATING ENGINEERS TO THE HOT SPOTS – CANADA, AUSTRALIA, SOUTH AFRICA, RUSSIA, BRAZIL.

H.D. GREENBERG, Greenberg-Turner, Toronto, Ontario, Canada

This presentation will present "hands on" strategies for arranging quick and efficient transfers to important international scientific and engineering sites. This discussion will address the process of arranging the work documents within your corporate structure, documentation, local processing rules and issues, common hazards and pitfalls in using the wrong visa, and developing internal corporate policies which promote consistency and processing integrity.

ROUND TABLE DISCUSSIONS

C. TWIGGE-MOLECEY – Moderator, Hatch, Mississauga, Ontario, Canada

M. KING – Moderator, Noranda-Falconbridge, Toronto, Ontario, Canada