BRITISH AMERICAN BUSINESS COUNCIL OF GREATER PHILADELPHIA

Global Mobility Seminar

MODERATOR

Jonathan Segal
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Jonathan is a partner at Duane Morris LLP in the Employment, Labor, Benefits and Immigration Practice Group. He is also the managing principal of the Duane Morris Institute (DMi). DMi provides training for human resource professionals, in-house counsel, benefits administrators and managers at Duane Morris, at client sites and by way of webinar on myriad employment, labor, benefits and immigration matters. Jonathan's practice focuses on:

- Preventive counseling, training and policy development;
- General counseling;
- Mergers & Acquisitions;
- Privileged audits;
- Contracts/agreements; and
- Traditional labor.

Jonathan has served for 20 years as a consultant to the Federal Judicial Center in Washington, DC, providing training on employment issues to federal judges around the country. Jonathan was appointed in March 2015 by the EEOC to its Select Task Force on Harassment. He has also provided training on harassment on behalf of the EEOC as well as providing training on diversity to members of the US intelligence agencies.

For the past 6 years, Jonathan has been listed in Chambers USA: America's Leading Lawyers for Business among the top-rated lawyers for labor and employment in Pennsylvania. Chambers said of Jonathan, "Jonathan Segal is particularly experienced in counseling and training employers on policy development matters. He is described by a client as 'the king of making legal answers work in a business context.'"

Jonathan is also frequently a featured speaker at national, state and local human resource, business and legal conferences, including conferences sponsored by the Society for Human Resource Management, the Pennsylvania State Chamber of Business and Industry and the Association of Corporate Counsel-America ("ACCA"). He consistently has been one of the top-rated speakers at numerous SHRM National Conferences, including SHRM's Annual Conference, Diversity Conference and Employment Law and Legislative Conference. Jonathan has published more than 250 full-length articles and blogs on employment, HR and leadership issues. A contributing editor to HR Magazine, he has published more than 100 articles for the magazine.

Prior to joining Duane Morris, Jonathan was a partner at Wolf Block LLP. Jonathan was in Wolf Block's Employment Services group from 1986 to 2009 (when the firm voted to dissolve). Jonathan clerked for the Honorable Norma L. Shapiro, United States District Court for the Eastern District of Pennsylvania, and received his B.A., summa cum laude, from the University of Pennsylvania and his J.D., cum laude, from the University of Pennsylvania School of Law.

PANELISTS

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Elena practices in the area of employment law. She advises clients on transactional, contentious and human resources advisory issues, including multi-jurisdictional restructuring programs, TUPE transfers, outsourcing and redundancies. Elena focuses especially in the areas of financial services, hotel and leisure, media, oil and gas, construction, IT and transport. Her litigation practice focuses on High Court and Employment Tribunal litigation, including high-value

bonus claims, restrictive covenant disputes, high-value discrimination, whistle-blowing and breach-of-contract claims. She also advises on all aspects of employment law with a focus on minimizing risk and managing the impact of workplace disputes on morale, business reputation and management time. Elena regularly advises on senior executive-level terminations and recruitment, severance arrangements, redundancies and succession planning, effective employee management and international employment disputes.

With Duane Morris Institute (DMi), Elena provides structured client training quarterly with webinar sessions to UK and international clients. She also provides a Human Resource Life Cycle Program to clients to assist in all aspects of company set-up from an employment perspective.

Elena graduated in 1997 with a Graduate Diploma (Law) from The College of Law of England and Wales. She earned her B.A. with honors in Politics in 1996 from The University of Exeter**.**

K. Tim Lung
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Tim received his Bachelor of Commerce degree in Accounting from the University of Calgary (Canada) and is a US Certified Public Accountant and a Canadian Chartered Accountant. He is a member of the American Institute of Certified Public Accountants, the Pennsylvania Institute of Certified Public Accountants, the Canadian Institute of Chartered Accountants, and the Institute of Chartered Accountants of Alberta. He has practiced in Calgary and Toronto in Canada and in Short Hills, New Jersey prior to his relocation to Philadelphia in 1999.

Tim has more than 29 years of public accounting experience with the last 27 years spent in the area of international taxation and related services working with a number of not-for-profit and for-profit clients throughout his career.

A Canadian national, he has provided extensive global mobility compliance and planning services for a number of US and non-US multinational organizations. Tim has delivered a complete range of services to these clients, including foreign and domestic tax planning and compliance, risk assessment procedures, process review and re-engineering, international policy development and design, talent management consulting, international compensation, benefits and payroll consulting, international social security planning, and program administration advisory services.

Tim has participated in a variety of conferences as a speaker and panelist on various global mobility issues and trends.

Jeffrey Walsh
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Jeff joined the Cigna Global Health Benefits sales team in 2010. In this position, Jeff is responsible for providing consultative health benefit solutions for clients and brokers in the New York, New Jersey and Pennsylvania markets. Jeff brings a proactive and engaged approach to the management of the region, which is demonstrated through his outgoing personality and his leadership in developing the most appropriate global strategies for his international clients through Cigna's unique set of global product offerings.

With a decade of health benefits sales experience, Jeff also brings an underwriting and sales support background (both domestic and international), providing him with a broader perspective of the insurance business.

Jeff has experience traveling abroad, most notably to Australia, United Kingdom, France, and Spain. These international travel experiences have provided him with key insights that Jeff utilizes when discussing benefits with various clients. Jeff is a graduate of the University of Connecticut and currently resides in Connecticut with his wife and son.

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