

# First Regional Conference on Current Developments in Employment Law in Malaysia and the ASEAN Countries

13th - 15th January 2016  
Pullman Hotel, Kuching, Sarawak

## OVERVIEW

MSLSSL is the Malaysian Chapter of the International Society for Labour and Social Security Law based in Geneva. The society creates awareness in the development of labour law and social security.

This 2 day regional conference is a not to be missed event for those concerned about issues relating to employment rights and obligations. International and local speakers from the regions will share their experience and expertise on current developments. This year's regional conference focuses on emerging trends in regional labour and employment law and practice.

## HIGHLIGHTS

- Listen to an esteemed panel of speakers discuss topics such as termination of employment and minimum wage from a regional perspective
- Get useful tips on how to avoid and/or deal with common workplace issues
- Get a clear understanding on issues such as the impact of cross-border labour mobility, trade unions and a host of other topics

## WHO SHOULD ATTEND

Industrial relations and employment law practitioners, human resources professionals and practitioners, and in-house counsel.

Jointly Organised by



Malaysian Society for Labour and  
Social Security Law



Malaysian Current Law Journal

CLJ



### Registration fees\*

Early bird (ends 7 January 2016)  
Members of MSLSSL RM1,300  
Non Members RM1,500

(After 7 January 2016)  
Members of MSLSSL RM1,400  
Non Members RM1,600

\*6% GST applicable to the registration fees

Supported by



## Day 1 – 13th January 2016

**5:30 pm – 7:00 pm**

Registration

**7:00 pm**

Welcome Reception hosted by TBC

## Day 2 – 14th January 2016

**9:00 am – 9:20 am**

Welcome Address by Mr. R. Ravindra Kumar, *Chairman Organising Committee; Partner, Raja, Darryl Loh*

**9:20 am – 10:00 am**

Keynote Address and Official Opening by Dato Dr. Cyrus Das, *President, Malaysian Society for Labour and Social Security Law*

**10:00 am – 10:30 am**

Coffee break

**10:30 am – 12:00 pm**

Social Security And Protection Of Labour Welfare During Employment And Post-employment: A Regional Look

Speakers:

1. Yang Arif Datuk Dr Haji Hamid Sultan bin Abu Backer, *Judge of the Court of Appeal Malaysia*
2. Ms. Lia Alizia, *Attorney at Law, Makarim & Taira S., Jakarta, Indonesia*
3. Ms A. Karuna, *Deputy Hon. Secretary, National Union of Bank Employees*

Chairman of Session:

Mr. Leonard Shim, *President, Advocates Association of Sarawak*

**12:00 pm – 1:30 pm**

Termination Of Employment: Current Developments And A Look At Regional Approaches

Speakers:

1. Mr. S. Chusert, *Partner, Tilleke & Gibbins, Thailand*
2. Ms. Stephanie Wee, *Partner, Shook Lin & Bok, Singapore*
3. Mr. Anand Ponnudurai, *Partner, Bodipalar Ponnudurai De Silva*

Chairman of Session:

Mr. Brendon Soh, *President, Sabah Law Association*

**1:30 pm – 2:30 pm**

Lunch

**2:30 pm – 4:00 pm**

The Role Of Trade Unions: How Important Are They Today?

Speakers:

1. Mr. Andrew Lo, *Chief Executive Director, Sarawak Bank Employees Union*
2. Mr. S. Muhendaran, *Partner, Muhendran Sri*
3. Mr. Alfred Balamohan, *Proprietor, A. V. Balamohan & Co.*

Chairman of Session:

**4:00 pm – 4:30 pm**

Tea break

**4:30 pm – 6:00 pm**

The Minimum-Wage Debate: A Regional Comparison

Speakers:

1. Mr. Bernard Banks, *Chairman, Industrial Relation Section of Lawasia, New Zealand*
2. Datuk Hj. Shamsuddin Bardan, *Executive Director, Malaysian Employers Federation*

3. Dr. Dzulzalani Eden, *PhD, Coordinator of Industrial Relations and Labour Studies Programme, Faculty of Social Sciences, Universiti Malaysia Sarawak*

Chairman of Session: Mr. Steven Thiru, *President, Malaysian Bar*

**7:00 pm – 10:00 pm**

Conference Dinner hosted by TBC

## Day 3 – 15th January 2016

**9:00 am – 10:30 am**

The Impact Of Takeover, Mergers & Acquisitions On The Workforce: Is There A Choice Or Protection For Employees?

Speakers:

1. Mr. Edgardo G. Balois, *Siguion Reyna, Montecillo & Ongsiako; Attorneys & Counsellors at Law, Philippines*
2. Mr. P. Jayasingam, *Partner, Zul Rafique & Partners*

Chairman of Session:

**10:30 am – 11:00 am**

Coffee break

**11:00 am – 12:30 pm**

The Oil & Gas Industry: Special Features Of Employment & The Challenges In On-Shore & Off-Shore Employment

Speaker:

1. Ms. Vanita Jegathesan, *Corporate Counsel, Downstream Law Chevron International Pte Ltd*
2. Mr. Nija Amri Jemari, *Manager, Pipeline Business Segment for Asia Pacific*

Chairman of Session:

Y. Bhg Dato Roy Rajasingham, *Immediate Past Vice-President, Malaysian Society for Labour and Social Security Law*

**12:30 pm – 2:00 pm**

Lunch

**2:00 pm – 3:30 pm**

Cross-Border Labour Mobility In The Region And Its Impact

Speakers:

1. Mr. Parlindungan Purba, *Chairman, Indonesia Employers Association*
2. Ms. Selvamalar Alagaratnam, *Partner Skrine*

Chairman of Session:

**3:30 pm – 5:00 pm**

Mass- Employment And Occupational Health & Safety: Enforcement Of Standards And Can Disasters Be Avoided?

Speaker:

1. Abdul Halim bin Hashim, *Head, Occupational Safety and Health Unit, Chancellery UNIMAS, Sarawak*
2. Ir. Hj. Mohd Hatta bin Zakaria, *Director at DOSH, Sarawak*

Chairman of Session:

**5:00 pm – 5:10 pm**

Closing Remarks by Puan Rostina Gaus, *Director, Malaysian Current Law Journal*

**5:00 pm – 5:30 pm**

Closing Ceremony by YB Datuk Haji Abdul Karim Rahman Hamzah, *Assistant Minister, Youth Development (Urban) Assistant Minister Housing*

**5:30 pm – 6:00 pm**

Tea

## SPEAKERS

### Justice Datuk Dr. Haji Hamid Sultan bin Abu Backer



Justice Datuk Dr. Haji Hamid Sultan bin Abu Backer, a Judge of Court of Appeal Malaysia and Honorary Visiting Professor of Damodaram Sanjivayya National Law University India, is a barrister and a fellow of the Chartered Institute of Arbitrators. He is a graduate in economics and also an honours and masters degree holder from University of London in Insurance, Shipping and Syariah Law. He also holds post graduate diplomas in Islamic Banking and Finance and also in Syariah Law and Practice from International Islamic University Malaysia. He was a member of the Malaysian Bar Council for more than 6 years and has served as Chairman in various committees. He has been invited as a visiting Scholar of University of Sheffield in United Kingdom and also participates in various other activities of Universities such as examiner of PhD thesis, external examiner, Guest Speaker, etc. He has written on various subjects, inclusive of Civil Procedure, Criminal Procedure, Evidence, Conveyancing, Islamic Banking and many more areas, on commercial law. His books grace the libraries of law firms and the chamber of judges. His books are not only used as text books in all institutions of higher learning offering law but also used by all who are involved in the practice and administration of law in Malaysia. His doctorate thesis was on Civil Procedure and Justice.

### Parlindungan Purba



Parlindungan Purba is the Chairman of Committee II and a member of the House of Representatives from North Sumatra Province. He is now in his second term as a member of the House of Representatives. Purba is active and plays an important role in several organisations in North Sumatra, among others, as the Chairman of the Executive Board of the Provincial Indonesian Employers Association (APINDO), a Vice Chairman of the Advisory Council of the Indonesian Chamber of Commerce & Industry (KADIN), a Vice Chairman of the Standing Committee on Investment of the Western Region Chamber of Commerce, an Honorary Board Member of the Ad Hoc Indonesian Advocates Association (PERADI), an Expert Council Member of the Indonesian Cooperatives Council (DEKOPIN), the Chairman of the Board of the Association of Regional Executive Foundations for the United Nations (AYUB). He has also chaired several social committee in North Sumatra such as the Lake Toba Party Committee in 2010 and the National Board Donor Gebyar 2010 Committee. He was awarded a "Social Day" Medal by the President in 2008.

### Selvamalar Alagaratnam

Selvamalar Alagaratnam was admitted to practice as an Advocate and Solicitor of the High Court of Malaya in November 1994.



She commenced her legal practice with a local law firm dedicated to employment law. In 2000, she joined Skrine and was admitted as a partner in 2006. Since her admission to the Malaysian Bar, she has been primarily engaged in employment law work.

Selvamalar is listed in Chambers Asia since 2009 as a leading individual for Employment Law. She is also listed as one of the world's leading practitioners in The International Who's Who of Management Labour and Employment Lawyers.

### Chusert Supasitthumrong



Chusert Supasitthumrong, a partner at Tilleke & Gibbins, is a trial and appellate lawyer specializing in labour and employment law. An expert in this field and the go-to lawyer for Thailand's largest employers, Chusert excels at solving critical employment disputes, from labour strikes to layoffs to contested for-cause terminations.

A formidable advocate with extensive experience litigating complex employment matters before the Labour Court and the Supreme Court, Chusert is equally successful in securing favourable settlements and contract terms for his clients. His labour practice includes advising clients in multiple-party labour disputes and collective bargaining negotiations. Chusert is one of just a handful of private practice lawyers in Thailand licensed as a Labour Relations Advisor with the Thai Ministry of Labour, which enables him to engage directly with labour unions in negotiations on behalf of corporate clients.

Chusert also handles commercial disputes related to international trade, company reorganizations, tax, and white-collar crime. He is a regular speaker on these topics, presenting at regional legal conferences, for corporate clients at in-house seminars, and on televised programs. He is also a frequent contributor to the Bangkok Post and other leading periodicals.

Chusert was the exclusive winner for Thailand of the International Law Office Client Choice Award 2012 for Employment and Labour.

### Stephanie Wee



Stephanie Wee specialises in civil and commercial litigation and financial dispute resolution. She has advised and represented individuals, multi-national corporations and international banks on a range of issues including contract, trust, insolvency, banking, employment, defamation and professional negligence. Stephanie is also actively involved in

dispute advisory work relating to employment and corporate disputes.

Stephanie has also advised on competition law, probate and family related matters.

Stephanie contributed to the Singapore section of the PLC Global Employment and Employee Benefits multi-jurisdictional guide 2012/13 (Volume 1, 11th Edition).

Stephanie is noted as a recommended employment lawyer in The Asia Pacific Legal 500 2014. Her expertise in dispute resolution is also recognised in Asialaw Profiles 2013 which noted that she is "quickly making a name for herself in the legal market" and also quoted a client who commented: "She's very prompt, very efficient and gives very good advice... She's very client-focused. I've had to call her and get quick, off-the-cuff advice and she's been very supportive."

### Anand Ponnudurai



Anand Ponnudurai was called to the Malaysia Bar in August 1991.

In 1998, Mr. Ponnudurai joined Sri Ram & Co as a partner and continued to be actively involved in industrial law cases.

In 2001, he established his own practice under the name and style of Messrs Bodipalar Ponnudurai Nathan (now known as Bodipalar Ponnudurai De Silva) and is still actively involved in Industrial law. In his 24 years of practice, Anand has argued many landmark decisions in the field of Industrial Law.

Mr. Ponnudurai has been a member of the Malaysian Bar Council's Industrial and Employment Law Committee since 1997 and was its Deputy Chairman from 2004 to 2009 and is currently the Chairman of the said Committee.

Mr. Ponnudurai served as a Member of the KL Bar Committee from 2004 to 2009 and was the Chairman of the KL Bar Committee for the years 2009 - 2011.

Mr. Ponnudurai has been consistently ranked by Chambers Asia as one of Asia's leading lawyers in the Employment and Industrial Relations arena. He has also co-authored the Malaysian Chapter in the Treatise "International Employment Law" published by the Center for International Legal Studies Vienna.

Mr. Ponnudurai is a member of the Editorial Advisory Board of the Industrial Law Reports and empanelled as an Arbitrator with the KL Regional Centre for Arbitration.

### Andrew Lo



Andrew Lo, LLB is the Chief Executive Officer of the Sarawak Bank Employees Union having served as General Secretary from 1989 until 2009. He is also

Secretary MTUC Sarawak since 1999.

He was a member of the SOCSO Appellate Board from 1990 until 2012 and was Board Member of the EPF from 1998 until 2011 and was the Chairman of the Board Audit Committee. He served as a Director of Project Bandar Samarian Sdn Bhd from 2006 to 2010.

He was the Deputy leader of the Performance Management Unit (PEMANDU) Lab on Human Capital Development, as part of the Strategic Reform Initiatives under the Economic Transformation Programme.

He is a member of the National Labour Advisory Council and as well as the National Wages Consultative Council. He is part of the Government efforts to implement the Minimum Retirement Age & Minimum wages. He writes a weekly column for the Star Newspaper.

### S Muhendaran



Muhendaran specialises in the field of employment and industrial relations law, and routinely delivers papers at conferences (both local and international), seminars and professional courses conducted by the Bar Council and other private bodies.

He has extensive litigation experience in all the different levels of courts in West and East Malaysia. He has also advised extensively on matters relating to dismissal and employment issues arising from both business re-organisations and mergers and acquisitions of corporations.

Muhendaran advises and acts for companies of all sizes, businesses, Trade Unions, other law firms, corporations, non-profit organisations, public interest groups, individuals seeking top quality legal representation and occasionally members of the judiciary who want his perspective of the law, or who want him to submit his opinion to the court as a friend of the court.

Muhendaran Sri, the law practice that he co-founded, is considered an industry leader in the field of labour law, comprising industrial relations, employment law and social security law.

### Alfred Balamohan



Alfred Vengadasalam was admitted as an Advocate Solicitor of the High Court of Malaya in 1987 and is currently practicing in the name and style of Messers. A.

V Balamohan & Co. He holds a degree in Economics & Administration and subsequently Law. His area of practice is Industrial, Trade Union & Employment Law related cases. He is a consultant and advisor of a number of trade Unions. Prior to entering Law practice, he was the in-house Industrial Relations Advisor of the National Union of Employees in companies manufacturing rubber products from 1990-1995, handling trade union matters, collective bargaining negotiations and trade disputes. He is also a Labour

Advocacy Trainer and he is currently also a member of the panel of lecturers of NUBE Labour Research Institute and a member of the Freedom of Association Committee under the Malaysian Trade Union Congress.

### Bernard Banks



Bernard is a Consultant and former Partner at Kiely Thompson Caisley, Lawyers, Auckland and Wellington, New Zealand, involved mainly in employment and immigration law.

He is also Principal of Bernard Banks & Associates, promoting New Zealand's international education programs, and he consults on labour market regulation and reform in the Asia-Pacific region.

Bernard visits Malaysia regularly, and greatly enjoys his professional and collegial relationships with Malaysian employment law colleagues.

He is Chair of LAWASIA's Employment Law Committee and has been at the centre of the Committee's activities in the Asia-Pacific region for many years. Bernard is an Executive Committee member of the ASEAN New Zealand Business Council and is the Council's Laos Chapter Chair.

He is a co author of Mazengarb's Employment Law text book and a joint editor of the Employment Law Bulletin. He has presented papers on labour law and related issues at numerous conferences in New Zealand, Malaysia and elsewhere in the region.

### Datuk Hj. Shamsuddin Bardan



Datuk Hj. Shamsuddin Bardan, a prominent industrial relations expert heads the secretariat of Malaysian Employers Federation (MEF), the organization where he has been serving for the last thirty years. As the Executive Director of MEF, Datuk Hj Shamsuddin is entrusted with the full responsibilities of administering the federation. MEF being the apex private sector employers' organization in Malaysia presently has more than 5,000 ordinary members and 22 association members. Members of MEF employ more than 2.2 million employees in the country.

Datuk Hj Shamsuddin leads the MEF Secretariat with his dedicated team consisting of 32 professionals and 20 support staff. As the Executive Director of MEF, Datuk Hj Shamsuddin recommends policies to be pursued by MEF in ensuring that the private sector in Malaysia operates in a more business friendly environment so as to ensure the private sector employers remain competitive in the globalised environment. Policies to be pursued by MEF are formulated by the secretariat

and upon approval by the MEF Council, the documents will be submitted to the various authorities to ensure that the policies of the Government would not inhibit the vibrancy of the private sector employers.

The efficient and effective work of Datuk Hj. Shamsuddin in managing MEF was internationally and regionally recognized when he is appointed as the Secretary-General of Confederation of Asia Pacific Employers (CAPE) (since 2010 up to date), and as Secretary-General of ASEAN Confederation of Employers (ACE) (since 2013 up to date).

Datuk Hj. Shamsuddin's professional expertise in the areas of labour legislations, human resources, education, and business sectors in particular made him the sought after resource spokesperson of the Government, the unions and the mass media. Due to his strong commitment and dedication to his work for more than three decades now, Datuk Hj. Shamsuddin has been given high credentials with the conferment of the award of 'Panglima Mahkota Wilayah' by the Yang di-Per-tuan Agong in conjunction with the Federal Territory Day 2014.

In the latest development, Datuk Hj. Shamsuddin is appointed recently (August 2014) as a member of the National Education Advisory Council of the Ministry of Education, Malaysia. These recognitions reflect Datuk Hj. Shamsuddin's commitment and dedication which contribute significantly to the development of the nation.

### Dr Dzuzalani Eden



Dr Dzuzalani Eden is a Senior Lecturer and the Program Coordinator of Industrial Relations and Labour Studies, Faculty of Social Sciences, Universiti Malaysia Sarawak (UNIMAS). His area of specialization is industrial and employment relations and has also taught Industrial Relations Law at Universiti Malaysia Sabah and was a Teaching Associate at Monash University, Melbourne from 2008 until 2011. Prior to his appointment at UNIMAS he has worked with the Ministry of Human Resources Malaysia for more than 20 years and has held many roles including Labour Inspector, Conciliator, Industrial Relations Officer and Secretariat to the Wages Councils at the state and national level. Dr Dzuzalani holds a doctorate in Industrial Relations from Victoria University, Melbourne.

### Edgardo G. Balois



Edgardo G. Balois is a General Partner of the Siguino Reyna, Montecillo & Ongsiako, a legal professional partnership in the Philippines organized in 1901. He has been a member of the firm for 39 uninterrupted years. He is the head of the Corporate and Commercial Practice Group. He is a specialist in Mergers and Acquisitions and with expertise in the labor and employment issues arising therefrom.

He has been rated as leading lawyer, recommended lawyer, leader in his field by various legal publication such as Chamber & Partners, IFLR, Asia-Pacific Law 500, PLC Which Lawyer, Chambers Asia, and Global Law Asia.

He sits in the board of various companies both local and foreign-owned engaged in the business of advertising, construction, power, oil and gas, packaging, memorial parks, business process outsourcing, data processing and manufacturing.

He is the Past President of the Rotary Club of Makati West and the Integrated Bar of the Philippines, Makati City Chapter. He is a member (2012-2015) of the Board of Advisers of TAGLaw, a worldwide alliance of independent law firms with more than 140 member firms in nearly 100 countries with more than 9,000 lawyers.

#### P Jayasingam



P Jayasingam is currently a Partner with Messrs Zul Rafique & partners and is the Head of the Dispute Resolution and Industrial Relations practice group of this firm. He graduated with an LLB, Honours Degree from the University of London and an LLM Degree from University College, London. He is also a Barrister at Law and was called to the English Bar in 1984. He was called to the Malaysian Bar in 1986. He is also the Deputy Chairman of the Industrial and Employment Law Committee of Bar Council and General Secretary of the Malaysian Society For Labour And Social Security Law (MSLSSL).

#### Lia Alizia



Lia Alizia is a Partner in our Corporate Commercial and Litigation department. She has dealt with a wide variety of corporate, commercial and litigation matters. Two of her major areas of expertise include Indonesian Employment and Intellectual Property Rights (IPR) related issues. She has handled mass terminations of employment (more than 300 employees) in various industries, the resolution of disputes and the enforcement of IPR. She has also assisted several major multinational companies by reviewing and updating their employment documents. Lia has authored or co-authored a number of significant publications and often speaks at local and overseas seminars and training programs on employment and IPR matters. Lia is a registered sworn translator from English to Indonesian and an Intellectual Property Rights Consultant. She is on the central committee of the Indonesian Advocates Association (PERADI).

Lia is a recommended lawyer for Corporate and M&A, Dispute Resolution and Real Estate in Legal 500 Asia Pacific 2015 and Employment in Legal 500 Asia Pacific 2014 and 2015 as well as an Employment Expert from Indonesia selected by Employment Law Experts from the UK in 2014. She has also been identified as an IP Star by

Managing Intellectual Property, Legal media Group for 2014.

#### Abdul Halim Hashim



Abdul Halim Hashim is currently the Head of Universiti Malaysia Sarawak's Occupational Safety and Health Unit and lecturer of Occupational Safety and Health at the Faculty of Cognitive Sciences and Human Development. Prior to that, he was a Safety and Health practitioner in various industries, governmental and non-governmental, for 15 years since 1999, holding various posts such as Training Officer, QSH Executive, Certification Manager, Safety and Health Officer and Safety Trainer. Training has become his specialized field of expertise other than his Occupational Safety and Health background.

He is also a certified Lead Auditor in ISO 9001 Quality Management System, ISO 14001 Environmental Management System and MS1722 Occupational Safety & Health Management System; and registered Lead Trainer for the National Examination Board of Occupational Safety and Health (NEBOSH) from the United Kingdom.

He holds a Master degree in Industrial Safety Management from Universiti Kebangsaan Malaysia (UKM) since 2003, a registered Safety and Health Officer with the Department of Occupational Safety and Health, Malaysia and an OPITO certified Competence Assessor. He is also a Graduate Member of the Institution of Occupational Safety and Health (IOSH) based in the United Kingdom and a member of Malaysia Society for Occupational Safety and Health.

#### Vanita Jegathesan



Vanita Jegathesan is the Disputes and Investigations Lead for Chevron Downstream (Asia-Pacific, Africa & Middle-East). She manages and oversees the significant disputes and investigations in the region. Before joining Chevron, Vanita practiced commercial litigation and international arbitration in the Singapore law firm of Drew & Napier. Vanita graduated with a Bachelor of Laws degree from the National University of Singapore and later obtained a Master of Laws degree from Columbia University, New York in 2008. In 2014, she was recognized by Legal 500 in its Corporate Counsel 100 series for Asia Pacific. Vanita is admitted to practice law in Singapore and in New York.

#### Nija Amri Jemari



Nija Amri Jemari is multitasking currently as the Manager of Pipeline Business Segment for Asia Pacific, as well as the

Regional Manager for South East Asia for ROSEN. With the winning team out of ROSEN Asia Pacific headquarters in Shah Alam, he is responsible to orchestrate all strategy related to product portfolio management. He also plays pivotal role on sales endeavor of the organization. An active member in the management of each projects especially within SEA region. With a degree in engineering from Purdue University, USA, Nija started with ROSEN with technical background & assignment 16 years ago. His technical literature regarding "Top of Line Corrosion" was presented in the 8th International Pipeline Conference, Calgary Canada.

#### Ir. Hj. Mohd Hatta Bin Zakaria



Ir. Hj. Mohd Hatta Bin Zakaria graduated from University of Evansville, United State of America (USA) in Bachelor of Science degree in Mechanical Engineering in 1988. He then further studied at the University of Sheffield, United Kingdom (UK) and received a Master of Science degree in Process Safety and Loss Prevention in 2004. Has more than 25 years of hands on experience in the management, training and administration of all aspect of technical activity pertaining to Occupational Safety and Health in the workplace. He is also one of the technical committee member for the Occupational Safety and Health - Master Plan 2015 (OSH-MP 15). He is currently attached to the Department of Occupational Safety and Health (DOSH), Ministry of Human Resources as Director of DOSH Sarawak.

#### A. Karuna



Karunapikai Anantharasa is the Deputy Hon. General Secretary of NUBE since 2006. She qualified with a Diploma in Personnel Management in 1998. She has been managing the administration and industrial relations of the Union since 2001 particularly dispute resolutions. She is the direct correspondent with the International Labour Organisation [ILO] in relation to complaints of labour/trade union rights violations in the Malaysian banking industry since 2011. She is the Chief Trainer for the Union and facilitator for NUBE Labour Research Institute.

# First Regional Conference on Current Developments in Employment Law in Malaysia and the ASEAN Countries

13th - 15th January 2016 | Pullman Hotel, Kuching, Sarawak

## REGISTRATION FORM

### Registration Fees

Early Bird Promo (Ends 7 Jan 2016)	Price	Price inclusive of 6% GST	No. of pax	Total fees
<input type="checkbox"/> Members of MSLSSL	RM1,300	RM1,378		
<input type="checkbox"/> Non Members	RM1,500	RM1,590		

Normal Price (After 7 Jan 2016)	Price	Price inclusive of 6% GST	No. of pax	Total fees
<input type="checkbox"/> Members of MSLSSL	RM1,400	RM1,484		
<input type="checkbox"/> Non Members	RM1,600	RM1,696		

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This Personal Data Notice (“**Notice**”) is issued pursuant to the requirements of the Personal Data Protection Act 2010 (“**PDPA**”).

By registering your interest with us or by transacting or interacting with us either at our events, conferences, talks or otherwise, you consent to the collection, processing, use, disclosure and retention (collectively “**processing**”) of your Personal Data by us and our group of companies (“**the Group**”) and all persons involved in the provision of products or services by us.

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3. You acknowledge and consent to our processing of your Personal Data for the purposes listed out in Section B below.
4. You are entitled to withdraw your consent to the processing of your Personal Data at any point in time by notifying us in accordance with Section E below. However, please note that notwithstanding the withdrawal of your consent, we may still proceed to process your Personal Data in circumstances recognized and permitted by law.

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We may process your Personal Data for any of the following purposes:

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- (b) to provide you with marketing, advertising and promotional information, materials and/or documents relating to products and/or services that we and/or the Group may be selling, marketing, offering or promoting, whether such products or services exist now or are created in the future;
- (c) our internal record keeping, maintenance and updating of any information database(s), customer service related matters and other administrative purposes;
- (d) to manage our relationship with you;
- (e) to communicate with you, including responding to your inquiries;
- (f) to comply with, any legal or regulatory requirements or as required or permitted under any laws, rules, regulations, court orders, by-laws, guidelines, circulars or codes (collectively “**laws**”) applicable to us or any member companies of the Group;
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- (i) to enforce our legal and/or contractual rights against you;
- (j) for any other purpose that is incidental or ancillary to the above purposes; and

- (k) other reasons that are required or permitted under the PDPA or other applicable laws.

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2. Apart from information provided by you, we may obtain Personal Data on you from various reference checks, background checks or from the various governmental authorities or publicly available sources.

### D. DISCLOSURE AND TRANSFER OF PERSONAL DATA

1. In certain circumstances, we may need to disclose, process and/or transfer your Personal Data for the purposes listed in Section B above. Where we do so, we would merely disclose Personal Data that is necessary for the purpose of such disclosure.
2. You acknowledge and consent to the disclosure, processing and/or transfer of your Personal Data to any of the following categories of persons or entities (whether located within or outside Malaysia) for any of the purposes listed in Section B above:
  - (a) any Group companies, including all related companies, subsidiaries, holding companies and associated companies of Legal Plus Sdn Bhd, our affiliates, licensees and joint venture partners;
  - (b) any body or person to whom we are compelled or required to do so under any laws or in response to any competent or government, state, provincial, local government, statutory or municipal authority, industry regulators, law enforcement authority, agency or body; and
  - (c) our sub-contractors and service or product providers in connection with our products or services.

### E. ACCESS AND INQUIRIES

1. Subject to any exceptions under applicable laws, you may at any time hereafter make a written request for access to, or for correction or rectification of your Personal Data or limit the processing of your Personal Data by contacting:

#### MSLSSL

c/o Mr. R. Ravindra Kumar  
Chairman, Organising Committee  
Raja Darryl & Loh  
18th Floor, Wisma Sime Darby  
Jalan Raja Laut, 50350, Kuala Lumpur, Wilayah Persekutuan.  
Tel: +603-2694 9999

2. In respect of your right to access and/or correct your Personal Data, we have the right to refuse your request to access and/or make any correction to your Personal Data for the reasons permitted under the applicable laws, such as where the expense of providing access to you is disproportionate to the risks to your privacy.
3. It is important that your Personal Data is kept up-to-date. Should there be any changes to your Personal Data, kindly update the same with us as soon as possible so that we may update our records.

### F. GENERAL

1. This Notice may be updated from time to time without prior notice to you. By continuing to communicate with us or by continuing to use our services following modifications, updates or amendments to this Notice, this shall signify your acceptance of such modification, updates or amendments.
2. In the event of any inconsistency or conflict between the English language version and the Malay language version of this Personal Data Notice, the English language version shall prevail.