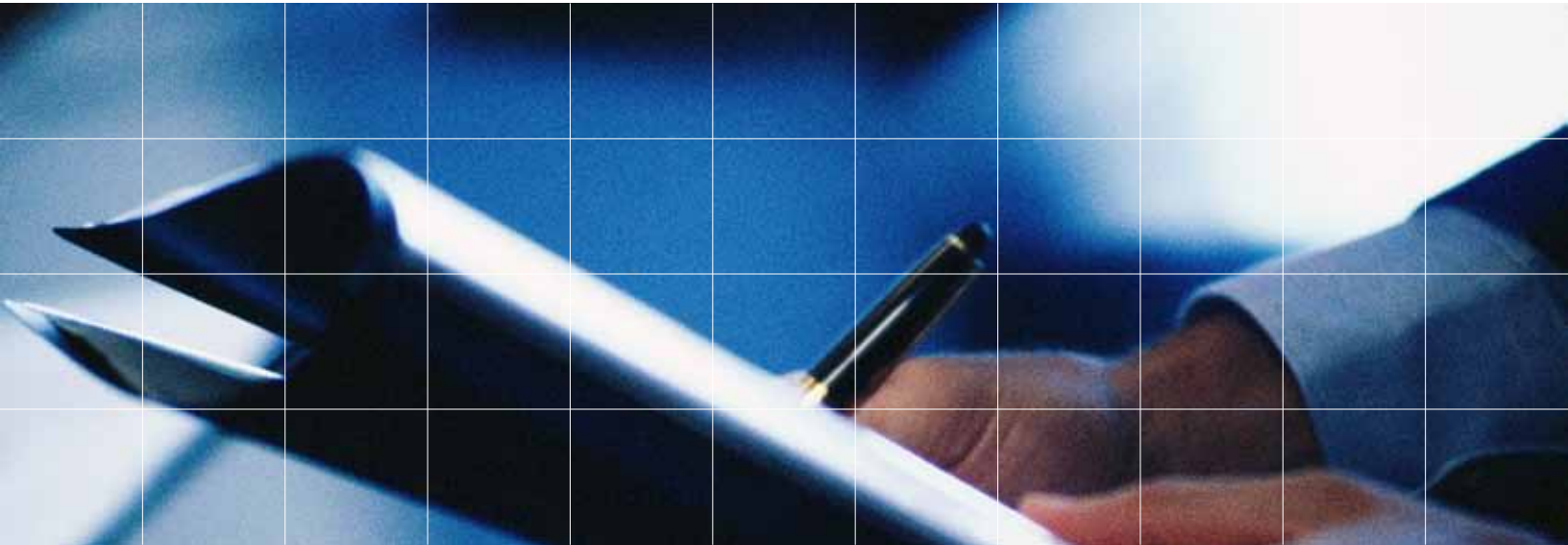




One Firm WorldwideSM



EUROPEAN EMPLOYEE BENEFITS

Throughout Europe, rising costs and increased regulation mean that employee benefits have become a fundamental issue for employers. The increasingly international nature of today's business environment and the growing global mobility of employees have given rise to the need for sound advice coordinated across national borders.

At Jones Day, providing that advice is our business.

AN INTERNATIONAL APPROACH

Jones Day has lawyers focusing on employee benefits in seven of our European locations: Brussels, Frankfurt, London, Madrid, Milan, Munich and Paris.

Working closely with our tax and labor and employment attorneys, our employee benefits lawyers are able to provide advice on all legal aspects of employee benefits. Our lead contacts in each office, along with our lead US partners in this area, are listed at the end of this brochure.

A COORDINATED APPROACH

The advantages of Jones Day's "One Firm Worldwide" structure are borne out by the interaction of our offices across Europe. Our lawyers are in constant contact regarding developments in European pension issues, as well as coordinating closely on interoffice matters for our clients.

THE CHALLENGES AHEAD

Increased regulation has been a necessary feature of the EU legislation covering employee benefits. In particular, labor issues, pension controls and insurance solvency requirements, together with requirements for the equal treatment for tax purposes of local and international employees, have all caused difficulties for employers. International guidance and assistance in the development of benefit plans for individuals and groups of employees can smooth the path for companies operating in today's highly regulated business environment.

ADDITIONAL INFORMATION

For additional information regarding our European Employee Benefits Practice, please contact your principal Firm representative or one of the lawyers listed in this publication. General email messages may be sent using our "Contact Us" form, which can be found at www.jonesday.com.

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HONG KONG

HOUSTON

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MUNICH

NEW DELHI

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