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Boao Forum 2015 Highlights Chinese Leadership Acumen



Protecting Your Portfolio like a Pro	18
China60: New Smart Urban Growth	21
Have You Reached Your Hiring Target?	26
Extrinsic vs Intrinsic Motivation	32
Gao Kao Madness	56

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Business Tianjin

May 2015



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Dear Readers,

During the last couple years China has been increasingly busy hosting large scale international events, keeping the international spotlight on the country.

The two main recent highlights that display China's growing geopolitical and financial influence, the commencement of the 'Boao Forum' and the 'Asia Infrastructure Investment Bank' took the focus in this month's Cover Story.

China is undergoing internal structural changes to its economic model, opening up several more free trade zones including Tianjin. The finance column provides an elaborate brief about the functions of the Tianjin Pilot Free Trade Zone and the potential policies to be adopted by customs and CIQ authorities.

The dominance of Chinese social media applications as a platform for marketing activities and recent reforms on foreign investment law is included in this month's issue.

An interesting article on the Chinese education system and the call for its reform is included in the last word column.

As ever we hope you will enjoy reading our publication for this month. For more information about our magazine, or to subscribe to our daily e-newsletter service, please visit our website: www.businesstianjin.com.

Yours sincerely
Mike Ross

Managing Editor | Business Tianjin Magazine
managingeditor@businesstianjin.com

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◀ Protecting Your Portfolio like a Pro

We are often told that investing is risky. Strictly speaking, it is a risky endeavour – particularly when you don't do your homework and fail to put the right safety mechanisms in place. Then of course there is the intrinsic volatility of stocks, bonds and currency and real estate markets that affects the valuation of your portfolio. [See P18](#)



◀ WeChat Marketing 101

You can also hire a WeChat specialist to create and implement your entire marketing campaign while at the same time providing analytical insight into demographics and conversion rates. [See P24](#)



◀ Extrinsic vs Intrinsic Motivation

Establishing and running a company can be done with an individualistic approach. Yet, let's face it, how much can one person achieve on his own? If we really want our companies to grow, expand and last, we need people to help us reach that objective. [See P32](#)

- 07 **BIZ BRIEFS**
- 10 **EVENT CALENDAR**
- 12 **NUMBERS**
- 14 **ECONOMY**
Economy Report
- 16 **COVER STORY**
Boao Forum 2015 Highlights Chinese Leadership Acumen
- 18 **INVESTMENT**
Protecting Your Portfolio like a Pro
- 21 **REAL ESTATE**
China60: New Smart Urban Growth
- 24 **MARKETING**
WeChat Marketing 101
- 26 **HR**
Have You Reached Your Hiring Target?
- 29 **LEGAL ASSISTANCE**
China's Reform on Foreign Investment
- 32 **MANAGEMENT**
Extrinsic vs Intrinsic Motivation
- 36 **FINANCE**
Potential Customs and Policies in Tianjin Pilot Free Trade Zone ("TPFTZ")
- 38 **NEW APPOINTMENTS**
- 39 **CHAMBER REPORTS**
US, EU, Germany
- 42 **PAST EVENTS**
Earth Hour Celebration
A Spanish Food Festival
Wedding Show
Opening of The River Lounge
- 48 **LISTINGS**
- 53 **TRANSPORTATION**
- 54 **ART & LEISURE**
- 56 **LAST WORD**
Gao Kao Madness

TIANJIN NEWS

Ascott China Awarded Best Serviced Residence Operator of China 2014



Ascott China has been awarded 2014 Best Serviced Residence Operator of China by China Hotel Starlight Awards for the 8th consecutive year. Along with this honor, Mr. Kevin Goh, Ascott's Managing Director of North China, was honoured as 2014 Leading Hotelier of China. Tze Shang Tan, Regional General Manager, Greater China, and Lucy Lin, Director, Corp Communications and Marketing, North Asia, attended the ceremony and accepted the awards. As the "Oscar Awards" of China's hotel industry, the Asia Hotel Forum & China Hotel Starlight Awards had its 10th anniversary this year.

Tangla Hotel Tianjin Awarded "Best Luxury Hotel"

The Vantage Hotel Awards was held on 3 April, 2015 in Shanghai. Hundreds of prestigious guests and representatives of luxury hotels attended this magnificent event. Tangla Hotel Tianjin was awarded "Best Luxury Hotel" winning another award since the hotel's grand opening in July, 2012. As the flagship of TANGLA, the high-end hotel brand of HNA Hospitality Group, Tangla Hotel Tianjin carries out Tangla's brand core values of "Harmony, Elegance, Excellence and Serenity".



Holiday Inn Tianjin Aqua City Named "Best Business Hotel"

Holiday Inn Tianjin Aqua City was named the "Best Business Hotel" by MICE Magazine during its 2015 Golden Chair Award Ceremony. The final result was evaluated by industry experts, media elites, business travellers and millions of neitzens.



Tianjin to import electricity from Inner Mongolia



Tianjin has its first 1,000-kilowatt level transformer substation. It is aimed at reducing the city's dependency on firing coal to generate electricity. It is estimated that the maximum load of the power grid in Tianjin will reach 17.1 million kilowatts by 2017.

Beijing-Tianjin-Hebei to Launch New Airline Network



Serving as a driving force for the integrated development of Beijing, Tianjin and Hebei province, the optimization of the airline network among the three regions is going to be launched on 29 March. The number of international flights is going to be increased in order to promote the development of international air routes and enhance competency as a transportation junction.

Tianjin to hold helicopter expo in September



The Ministry of Commerce will allow the Tianjin Airport Economic Area to hold the third China International Helicopter Exposition from 9 to 13 September. The total exhibition area will be 160,000 square meters, showing helicopters, machine engines, aircraft-mounted devices, unmanned aerial vehicles and flight simulators.

Eco-City in Tianjin Acts as an Alternative Urbanization Model



The Sino-Singapore Tianjin Eco-City is featured in Discovery Channel's three-part series, "How China Works", which aired on 28 March. Entitled "Urbanization", the first episode centred on China's rapid urbanization and technological innovations. The Eco-City was cited as an example of China's efforts to address challenges arising from urbanization. The program highlighted the ecologically friendly aspects of the Sino-Singapore Tianjin Eco-City, including green homes, renewable energy, waste water treatment and an intelligent centralized urban monitoring system.

FINANCE

China Cuts Energy Prices

The price for coal-fuelled electricity will be cut by around 2 CNY (0.33 USD) per 100 kWh and commercial electricity consumption will enjoy the same lower price as industrial with a reduction of about 1.8 CNY per 100 kWh. The government will continue to charge more for large energy consumers and enact harsher electricity price punishments for high energy consuming and polluting productions. The price cut is expected to ease structural problems to encourage more environmentally friendly power generation methods to reduce emissions and air pollution.

World Bank Welcomes China-proposed AIIB



The World Bank welcomes the new development banks, such as China-proposed Asian Infrastructure Investment Bank (AIIB) and the New Development Bank established by the BRICS countries, and is ready to share experiences with them. The new multilateral banks could help bridge financing gaps in areas such as infrastructure, energy, and water.

Beijing Seeks New Private Investment to Expand Subway



Beijing plans to attract more non-government funds to fuel the rapid expansion of the city's subway network. The technical and economic performance index, which reflects construction costs, increased to 1 billion CNY (161 million USD) per kilometer for subway lines in the downtown area in 2014. The corresponding figure in 2007 was 571 million CNY. The municipal government has annual allocations to fund subway construction projects, and these reached 15.5 billion CNY in 2014.

Premier Li Promises Action to Help Growth

Chinese Premier Li Keqiang has pledged to use more flexible fiscal measures to sustain growth as the economy faces a difficult point of transition. He summed up the situation by saying, "New dynamics have yet to grow strong while the old are losing steam." To overcome a temporary shortage of economic-growth drivers, the central authorities will continue to lead more government investment projects, design policies targeting specific industries and regions, and increase the supply of public projects and services.

LAW & POLICY

Binhai Launches Policies for Small Businesses

Tianjin's Binhai New Area has issued loans totalling 49.6 billion CNY (7.9 billion USD) and is estimated to reach 50 billion CNY (8.0 billion USD) by the end of the first quarter of the year. It has also granted credit to small and micro businesses. The first 113 medium, small, and micro businesses were granted more than 1.3 billion CNY (207.9 million USD) in credit. Seven banks and 14 enterprises have reached a credit granting agreement.

Multiple stock accounts allowed

Investors in the Chinese mainland are permitted to open multiple stock-trading accounts, as regulators on Monday removed the "one person, one account" restriction amid a dramatic bull run in the equities market. The regulators' move will cut account opening costs for retail investors, who previously had to pay separate account fees for trading stocks or derivatives on the Shanghai and Shenzhen markets. The mainland stock rally has lured millions of new investors into the market.

TELECOM

Google Loses Trust in Chinese Net Regulator



A Chinese internet regulator has hit out at Google for no longer accepting its security certificates. Certificates are designed to ensure the communication between a computer and web server is secure. Google said it would no longer accept certificates issued by the China Internet Network Information Centre (CNNIC) following a security lapse.

Backlogged Orders for Apple Watch



Apple Inc.'s smart watch officially goes on sale on 24 April. The Apple Watch sport starts at 349 USD while the standard version comes in at 549 USD in the United States. High-end "Edition" watches with 18-karat gold alloys are priced from 10,000 USD and go as high as 17,000 USD.

Nokia to snap up Alcatel for 16.6 Billion USD

Nokia Oyj agreed to buy Alcatel-Lucent SA in an all-stock deal valued at 15.6 billion EUR (16.6 billion USD) to create the world's largest supplier of equipment that powers mobile-phone networks. Alcatel investors will receive 0.55 Nokia shares for each stock they own. The price is equivalent to about 4.12 EUR based on Nokia's closing price, or 8 percent less than Alcatel's last close in Paris. Alcatel shares soared on 14 April as the companies said they are in talks.

GENERAL

Tencent CEO Buys in to Pharmaceutical Company

Pony Ma Huateng, of Tencent, has co-invested 1.22 billion HKD for a 4.8 percent stake in the Joicare Pharmaceutical Industry Group. Advance Data Services Limited, controlled by the 43-year-old Internet tycoon, made a general offer to Hongxinhang Company, Joicare's second largest shareholder, with Miaofeng Company controlled by Ou Yaping, chairman of SinoLink Properties. Upon completion, Ma and Ou will have a combined holding in Joicare of 74.39 million shares or a 4.81 percent stake.

China Exports Bullet Trains to Argentina

China has finished building and shipped its first bullet train to Argentina, China North Railway (CNR) announced. The contracted diesel multiple-units (DMU) shipped to Argentina mark China's biggest DMU order in South America. The CNR's subsidiary in Tianjin Municipality won the bid for Argentina's Belgrano Sur railway contract in November, 2013. It involves 21 lines with 81 DMUs.

CHINA IN THE WORLD

Beijing Rejects US Accusations

China hit back at US President Barack Obama's latest warning over the country's actions in the South China Sea, reiterating its stance in maintaining stability and peace in the region and called on the US to respect its efforts. "I think it is clear who has the biggest size and muscle in the world," said Chinese foreign ministry spokeswoman Hua Chunying, responding to Obama's warning that China should not "elbow aside" countries it is in dispute with in the South China Sea.

Olympic Star Liu Xiang Retires



China's first Olympic champion hurdler Liu Xiang announced his retirement, after being sidelined for more than two years due to ankle surgery. Liu, 31, became a sports icon in China after his milestone wins in the 110-meter hurdles at the 2004 Olympics Games and World Championships. The Chinese Athletic Association (CAC) thanked Liu, praising him for "breaking the monopoly" of Europe and the US in athletics by claiming the world record in 2006 with a time of 12.88 seconds.

Young Shoppers to Revive Luxury Sector



A report noted an "improvement of awareness and demand for high-end commodities" among individuals. Luxury and high-end brands, which are offering more personalized products, have attracted more interest from the mass market. It comes as Chinese consumers have become more "rational" about their luxury shopping, with lower brand loyalty but an unchanged purchasing frequency. And younger generations who long for the good life are becoming the driving force of the luxury sector.

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01
SAT
星期六

2015 Fifth China (Tianjin) Magic Game Animation Festival

2015第五届中国(天津)魔力游戏动漫节
Binhai International Convention & Exhibition Center 滨海国际会展中心
<http://www.bicec.com.cn/>



Editor's pick

06
WED
星期三

2015 China (Beijing) International Musical Instrument Exhibition

2015中国(北京)国际乐器展览会
Beijing International Exhibition Center 中国国际展览中心
+86 10 8471 0628



08
FRI
星期五

2015 Ninth China Shanghai Minerals, Fossils Expo

2015第九届中国上海矿物、化石展
Shanghai World Expo Exhibition & Convention Center 上海世博展览馆
show@aaamineral.com

12
TUE
星期二

2015 Sixth China (Beijing) International Exhibition Leisure Food and Food Imports

2015第六届中国(北京)国际休闲食品及进口食品展览会
Beijing International Convention Center 北京国际会议中心
+86 10 5761 2607



09
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星期六

2015 Shanghai China International Jewellery Fair

2015上海中国国际珠宝展览会
Shanghai World Expo Exhibition & Convention Center 上海世博展览馆
www.jewellery.org.cn



15
FRI
星期五

2015 China (Tianjin) Investment and Trade Fair

2015中国天津第二十二届投资贸易洽谈会
Tianjin Meiji International Convention & Exhibition Center 天津梅江国际会展中心
+86 21 6299 0137

Special Days

1 May Labour's Day
4 May China's Youth Day

10 May Mother's Day

16
SAT
星期六

Tianjin 2015 Tea and Tea Culture Expo

2015天津茶业及茶文化博览会
Tianjin Meiji International Convention & Exhibition Center 天津梅江国际会展中心
TeaExpo@gzyiwu.com



Editor's pick

16
SAT
星期六

2015 Eighth World Cancer Congress and Exhibition

2015第八届世界癌症大会暨展览会
Beijing International Convention Center 北京国际会议中心
joanna@bitconferences.cn

23
SAT
星期六

Summer 2015 China (Beijing) International Wedding Expo

2015夏季中国(北京)国际婚博会
National Conference Center 国家会议中心
+86 10 5848 7916
23-24 May



28
THU
星期四

2015 China (Tianjin) International Petroleum & Petrochemical Technology and Equipment Exhibition and Gas

2015中国(天津)国际石油石化及天然气技术装备展览会
Binhai International Convention & Exhibition Center 滨海国际会展中心
www.tjhg.com

27
WED
星期三

2015 China International Chemical (Tianjin) Exhibition

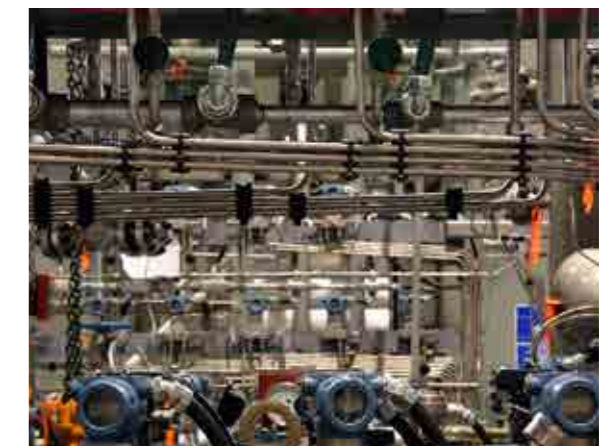
2015中国国际化工(天津)展览会
Binhai International Convention & Exhibition Center 滨海国际会展中心
www.tjhg.com



29
FRI
星期五

2015 China (Tianjin) International Industrial Automation Exhibition

2015中国(天津)国际工业智能及自动化展览会
Binhai International Convention & Exhibition Center 滨海国际会展中心
www.tjhg.com



Numbers

20 Billion

The first woman to serve as both governor and U.S. senator is backing a campaign to put a female face on the 20 dollar bill. Sen. Jeanne Shaheen filed legislation this week that would create a citizens panel to recommend an appropriate choice to the treasury secretary.



3

Australia has introduced 3-year multiple-entry visas to Chinese tourists, in a bid to boost its economy and attract more visitors from China. China is currently Australia's second largest inbound visitor market, bringing considerable profits. Last year alone Chinese visitors spent almost 5.5 billion USD.

729°C

A crater which was spotted near a construction site on a slope in Xishan of Urumqi, Xinjiang Uygur Autonomous Region has just been confirmed to have been burning for decades. The bottomless crater glows red as heat waves spill from within at a temperature of 729°C.



2.8 Billion

China's state-controlled commercial bank, Bank of China (BOC), has issued a loan worth 2.75 billion CNY (443.8 million USD) to British Airways. This is the first such substantial loan issued by a Chinese bank to a foreign firm outside China. As per the agreement, BOC will arrange Yuan-denominated financing facilities through its London branch, acting as the sole lender, agent and security trustee.



25

The Pudong New Area in Shanghai is marking 25 years since its rise from rural farmland to an engine for economic and social development the nation. During this time, the area's skyline has changed rapidly, transforming into an outward-looking and modern urban district with multiple functions.



1.3 Million

Following the success of Wrestle Mania 31, World Wrestling Entertainment reported 31 percent growth in subscribers. The 31st annual WrestleMania professional wrestling pay-per-view event turned out to be the highest grossing live event in the history of the extravaganza. The company exceeded nearly 1.3 million subscribers.

100

A rare 100-carat diamond is being auctioned off at Sotheby's on 21 April where it is expected to fetch upwards of 25 million USD.



1.7 Billion

Hong Kong's newest Buddhist monastery, funded with a donation of 1.7 billion HKD (219 million USD) by Asia's richest man, Li Ka-shing, opened to the public on 15 April. The Tsz Shan monastery features the world's second-tallest statue of Avalokitesvara, standing 76 meters tall.



2015 BEST OF TIANJIN AWARDS

Celebrating the Best of Tianjin
星光耀津·颁奖晚会

Economy Report

By Andrew Smith



The Chinese economy has had a pretty rocky month, to say the very least. After the annual Boao Forum conference there was an initial wave of positive sentiment amongst analysts who liked the sound of the Chinese leadership's vision for the future. But it didn't take long for fears of a hard landing to rise back up to the surface. Both the export and import figures for March painted a very gloomy picture indeed. According to the most recent trade data from the country's Office of National Statistics, exports fell by almost 15 percent from the previous year. Imports fell by 12.3 percent, surpassing analysts' predictions of an 11 percent contraction.

It is no exaggeration to say that

commentators in and outside of the Middle Kingdom are starting to get very jittery about the ongoing slowdown. Michael Hewson of CMC Markets has pointed out that this reduction in Chinese growth could "ripple out across the globe". He went on to say that "These data misses raise concerns that not only is the Chinese economy failing to rebalance with demand remaining low, but also the global economy's demand for Chinese exports is also falling back raising concerns about the state of the global recovery as well".

As shocking as these figures were at the time of their release it is pretty clear what the major factors are. The Eurozone, with its lack of growth and potentially catastrophic credit

situation, is providing a major drag on global growth that doesn't seem likely to ease any time soon. Other parts of the developed world are recovering but they too are still on shaky ground, with an interest rate hike in the United States and the United Kingdom remaining a likely outcome by the end of the year. China is of course feeling the fall out of all of this to a much greater extent than anyone would have ever imagined when the financial crisis first set in seven years ago.

The time of year is obviously another key factor. According to Asia economist at Capital Economics, Mark Williams, "Part of the explanation may lie in the fact that the Chinese New Year break fell

unusually late in February this year. Some exporters may still have not been running at full speed early in March". Traditionally the Spring Festival period, in which millions of people put down their tools and head back to their home towns to spend time with their families, slows down economic growth in the first quarter of any given year. The period after the actual holiday is also a major headache for factories as some of their workers will simply decide not to return to work or find another position elsewhere.

Then there is the old conundrum of currency fluctuations. Over the last few months the dollar has surged against other major currencies as speculators became increasingly risk averse with regards to European and emerging markets. In order to stay within the People's Bank of China's official fluctuation band the Yuan has followed suit and is now close to historic highs against the pound sterling and a number of other currencies. Not surprisingly this has had a significant impact on the price competitiveness of China's all-important manufacturing sector. The startling thing though is that the import data hasn't reflected this increase in buying power to any great extent. It seems like Chinese consumers are also being cautious and maintaining a relatively prudent lifestyle. There is also the fact that commodity imports have been slowing for some time as less money is being thrown at infrastructure projects and the like.

On a brighter note, inflation remained very low for the first quarter of the year. The figures for March showed that it had remained unchanged at around 1.4 percent. This will please central bankers, whose job it is to keep price increases steady, and investors and the government who have feared for some time that China will enter a similar deflationary cycle to the one that is happening in other parts of the world. That would of course be good for consumers but it would be a disastrous outcome for local governments given that

the high levels of public debt would become even more difficult to sustain. For the time being though it seems reasonable to assume that prices will remain fairly stable. The key question is whether the PBoC will be willing to step in and make sure they do by reducing the reserve requirement ratio (RRR). They already made a move on this back in February, cutting the ratio by 50 basis points to 19.5 percent of total holdings.

The huge rally in the wider Chinese stock market suggests that investors are not overly concerned about China's future prospects just yet.

Paradoxically these weak trade figures and ultra-low rates of inflation are happening at a time when Chinese stocks are at a seven-year high. Even more astonishingly, shares in financial giant China Construction Bank, which has a large stake in the country's turbulent property market, have shot up by 20 percent in the last month. This makes its current valuation higher than JP Morgan and Facebook. The huge rally in the wider Chinese stock market suggests that

investors are not overly concerned about China's future prospects just yet. Many of them are perhaps betting on a big fiscal stimulus move from the Chinese government over the next few months in order to give the economy a boost and help to make their official growth target of 7 percent a reality.

Another big round of fiscal stimulus packages may please investors in the short term but it certainly isn't going to fix anything in the long run; in fact it will make a deteriorating credit situation even worse. The key to solving China's growing pains lies more in structural reform than in public spending. As former U.S. Secretary of the Treasury Henry Paulson recently wrote in *The Wall Street Journal*, "If, as Beijing has promised, the slowdown is accompanied by deep and serious structural reform that opens up new growth opportunities, such as allowing the private sector to compete against state monopolies in service sectors like banking and telecommunications, then China will still grow robustly compared with all other major economies".

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Boao Forum 2015 Highlights Chinese Leadership Acumen

By Michael Dow



It is no secret that China is now an economic superpower. The facts and figures speak for themselves. However, until recently it hasn't been regarded as a world leader on big economic and political issues. If anything, China's development has had the unintended consequence of making other Asian countries more anxious about its growing power. The good news though is that the Chinese leadership is making strong efforts to show the rest of the world that their country is one which seeks peaceful development and a cordial relationship with its neighbours.

What's more, we are increasingly seeing the country perform as a highly capable regional leader.

In addition to hosting the World Economic Forum's annual Summer Davos and the highly successful 2014 APEC Summit, China has held a number of very important conferences over the last few years. The most recent was the Boao Forum for Asia— an increasingly high-profile gathering of international delegates which has taken place in Hainan almost every year since 2002. The event, also known simply as the BFA, is modelled on the WEF Davos

event. Leading representatives from a number of Asian countries typically meet each other over the course of a few days to discuss all kinds of important issues. Historically, the conference has centred on important economic issues, such as trade, financial regulations and development projects. Over the years it has also provided a very useful platform to contemplate ongoing geopolitical conundrums. Given everything that is going on at the moment in the region it is absolutely vital that leaders take every opportunity to get around the negotiating table and work towards

closer integration, particularly in terms of free trade and other common economic objectives.

This year's event was certainly one of the most significant to date. It was attended by representatives from more countries than ever. Although it is exclusively centred around Asian specific issues, several non-Asian nations, including Armenia, Australia, Austria, the Netherlands, Russia, Sweden, Uganda, and Zambia, sent their delegates to participate in the discussions. The major talking point of this year's BFA was Chinese president Xi Jinping's keynote speech. He acknowledged that much more work needs to be done in order to bring the region's biggest economic powerhouses together and create a "common destiny for all Asian countries". With regards to concerns over whether or not China's development could happen peacefully, Xi reiterated that armed conflict was not in anybody's best interests. Instead, he suggested that all Asian nations cooperate with one another to ensure that regional

security, particularly with regards to maritime issues, remains fully intact at all times.

During his talk, Xi also laid out a very clear vision of how China can play a prominent role in Asia's development. The slogan that has emerged from his speech is 'one belt and one road'. Vice Chairman of China's National Development and Reform Commission stated that "One of the major contents of the strategic plan of 'One Belt and One Road' is to build up modern interconnectivity. It's expected to link the west and east ends of Eurasia, bringing together the economic circles of Europe and East Asia.. It's also expected to boost growth in the vast region of Eurasia and further influence economies across Asia, Europe and Africa, eventually building up a unified Europe-Asia market".

The exact financial and regulatory details of China's plans for Asia's development have not yet been established. The announcement of the one belt and one road plan however has definitely come at a time when

Asian economies are moving slowly but surely towards a common goal. In addition to the exciting cross-border infrastructure projects that are in the pipeline we have recently seen a wave of free trade agreements and the establishment of the China-led Asian Infrastructure Investment Bank. Last month, despite American pressure not to participate in the organisation, a number of western nations joined as founding members..

Going forward it will be interesting to see whether China's relationship with its Asian partners can blossom into something much more than a loosely affiliated gang of trading partners. The country still has a long way to go before it can rival the United States as the de facto leadership figure on global affairs but thanks to events like the Boao Forum for Asia, it is getting pretty good at playing the role in the surrounding area. **B**

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Protecting Your Portfolio like a Pro

By Michael Dow



We are often told that investing is risky. Strictly speaking, it is a risky endeavour – particularly when you don't do your homework and fail to put the right safety mechanisms in place. Then of course there is the intrinsic volatility of stocks, bonds and currency and real estate markets that affects the valuation of your portfolio. The truth of the matter though is that with the right approach to asset protection you can make money throughout your life without getting wiped out.

The first thing to do is research your deals properly from the outset. This is obviously one of the most basic aspects of investing, yet so many people fail to do it properly. Before you put your cash to work it is absolutely paramount that you carry out an exhaustive analysis of things like past performance, the price to earnings (P/E) ratio, dividend consistency, future growth projections and the amount of debt a company

or set of companies have on their books. You will also need to look into the wider sector, the country where the assets are based and the currency they are denominated in so that you can get a feel for future prospects. As legendary Wall Street trader Michael Morris once said, "Doing your homework isn't guaranteed to protect you from a downturn but it is a damn good start".

Another basic principle that is often disregarded is diversification. Now and then you will hear financial commentators say things like "diversity is boring", or "you have more chance of making quick cash from an individual stock or property surging in value than an index fund, ETF, REIT or mutual fund". Both of these notions are true. Then again, most of the people who say these kinds of things either have enough spare money kicking around or they manage other people's cash for a living. As Miranda Marquit has pointed out, "Part of building

a successful investment portfolio includes managing the risk that comes from investing so as to limit your losses and enhance your gains as much as possible. Without diversification, your portfolio could be completely wiped out if one market crashes, or if an industry sustains prolonged losses. Diversification is one tool in the arsenal that allows you to take calculated risks designed to help you build wealth through investing".

There are several ways in which we can and must diversify our portfolio. The first is asset classes. For maximum protection against volatility one really has to own a variety of different kinds of investments over the course of a lifetime. Primarily this should include stocks, bonds (corporate and government) and real estate. These asset classes are the bread and butter of most people's portfolio. However, some individuals prefer to diversify even further by hoarding a so called 'basket of currencies', acquiring gold

or other precious metals, investing in commodities or engaging in other passive income streams like peer to peer lending. When you've figured out the right overall balance for you, the next step is to become a global investor. In other words, you need to become geographically-agnostic. Rather than just buying into the main stock markets or blue chip companies in your country of origin you need to scour the global markets for better opportunities. Nowadays it is easier than ever to invest in foreign assets, all you need is the right stock broker. Finally, if you really want to diversify like a pro you need to buy broad sets of assets like index funds, bond market funds, REITS and ETFs. The gains might be slower as you are betting on an entire sector of the economy but these instruments tend to be less volatile over the long term and they increase the chances of getting consistent dividend payments. These methods are fairly straightforward. Anyone can learn how to analyse potential investment opportunities and diversify a portfolio with a little bit of financial education. But there is another method which the professionals use on a daily basis...stop orders and call options. In investment guru Robert

Kiyosaki's book *Retire Young Retire Rich* he points out that "The average investor only has two choices once the market changes direction: buy or sell. A sophisticated investor may call their broker and request a stop order if they think the market is going down, especially if it is in a downward

Investment doesn't have to be so risky. All it requires is a bit of time, effort and common sense.

trend". The idea behind a stop order is fairly simple. If your asset is trading at 100 USD and you suspect it will plummet you simply ask for a stop order at 95 USD. When the price falls to 80 USD you still have the right to sell it 95 USD, thus saving yourself from a loss of 15 USD per share. Kiyosaki also mentions call options, which as he says "gives the owner of the option the right to buy stock at a certain price per share over a predetermined period of time". Again, the way these tools work is pretty simple but so many people fail to take

advantage of them. If you suspect that a bull market cycle is about to kick off then you simply call your broker and request to buy X amount of shares at Y price at some point down the road. For example, if the stock of ABC company is trading at 50 USD. You call the broker and say you want to buy 100 shares for that price in a months' time. It may cost 100 USD or so to 'make the call' but if the share price increases to 60 USD you would make 900 USD profit for your trouble.

Protecting your portfolio by using each of these methods is like taking out an insurance policy. Very few people these days drive a car, go on a round the world tour or even leave their house for work without having some kind of insurance in place to protect themselves. Yet time and time again people make this crucial mistake when it comes to their investment portfolio. Investment doesn't have to be so risky. All it requires is a bit of time, effort and common sense. **3**

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Stocks and Shares

FTSE 100 shoots past 7,000 mark

The FTSE 100 powered above the 7,000 threshold for the first time on Friday, closing in record territory as global equity markets continue to soar on the back of signs that interest rates will remain low. The UK's benchmark share index, dominated by internationally focused companies, rose for the fifth consecutive day, boosted both by this week's saver-friendly Budget and expectations that the Federal Reserve and Bank of England are in no hurry to raise borrowing costs, while other central banks ease policy.

Source: *The Financial Times*

Activist buys more Electra shares

Edward Bramson has lifted his stake in Electra Private Equity above 26pc. New York-based corporate raider Edward Bramson failed to convince shareholders to back a boardroom coup at Electra last October. Undeterred, he continued to build his stake in the buy-out house and resumed his battle to gain board representation late last month. In response to the renewed pressure from Mr Bramson, Roger Yates, the chairman of Electra, has agreed to meet with the veteran activist, whose biggest success was shaking up F&C Asset Management after taking control in 2011.

Source: *The Daily Telegraph*

Oil rises towards 59 USD, supported by U.S. drilling slowdown

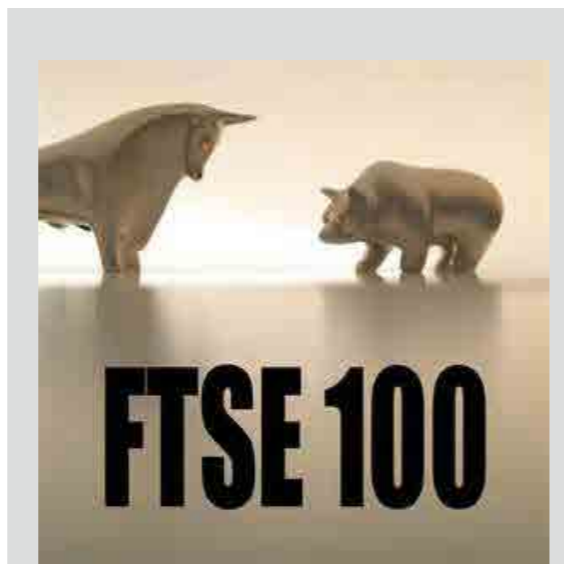
The price of Brent Crude rose towards 59 USD a barrel on Monday in a volatile market, continuing gains after a strong end to last week as financial traders increased bets on higher prices amid a slowdown in U.S. drilling. Front-month Brent Crude futures (LCOc1) were up 82 cents at 58.69 USD a barrel by 0934 GMT, having earlier touched 59.54 USD. U.S. crude (CLc1) had risen 78 cents to 52.42 USD a barrel, after touching 53.10 USD.

Source: *Reuters*

Election fever heaps pressure on pound

Sterling fell by a third of a percent to a five-year low against the dollar on 13 April, suffering from growing nerves around a British election that brings a series of uncertainties for business and financial markets. Investors have been betting for months that the polls on 7 May would lead to large swings in the value of sterling, as the strength of smaller parties makes it hard to predict not only who will win but also whether a stable government can be formed. But the pound itself seems to have felt the direct effects only in the past week, during which it has fallen as much as 4 U.S. cents.

Source: *Reuters*



China60: New Smart Urban Growth

By Chelsea Cai, Senior Analyst, JLL – Tianjin

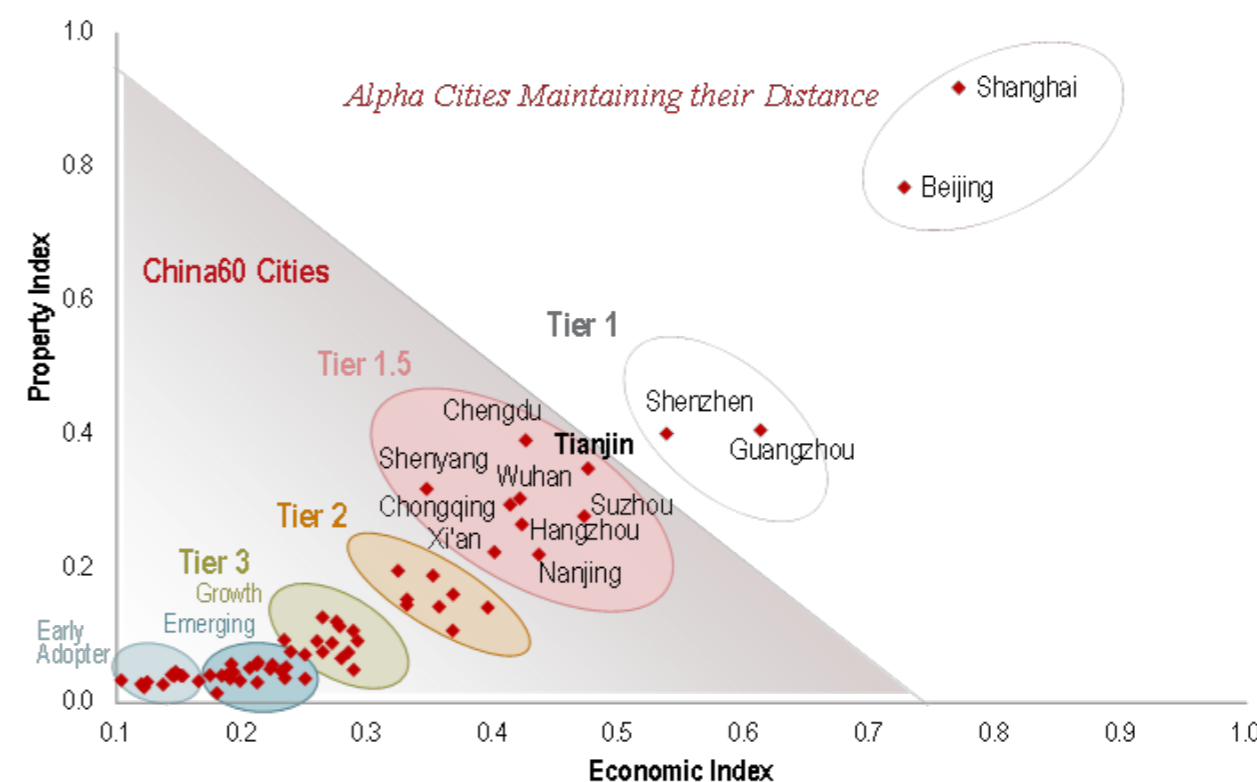
China's development of its urban landscape has undergone a rapid and extensive transformation. Leading much of the development at the start of the 21st century have been Beijing and Shanghai. But in recent years growth has been spurred by China's second and third tier cities. Tianjin is a prime example of how fast cities evolve in China. Each year the city opens several new hotels, shopping malls and office towers. In JLL's newly released report, China60: From Fast Growth to Smart Growth, we identify major trends occurring in many of the country's largest cities and

indicate where retailers, developers, investors and occupiers should be looking for opportunities.

Every few years, JLL publishes a report on the evolution of China's cities and the major trends happening in these markets. Our China30 report in 2007, China40 in 2009 and China50 in 2012 charted a remarkable journey of unprecedented city-building and modernization, double-digit economic growth, massive infrastructure investment and unbridled corporate expansion. In this year's report, the key takeaway is that the country's landscape has changed as China moves from fast,

investment-fuelled growth to a more sustainable model of higher-value, consumption-based growth. As a result, China's cities have entered a new cycle of consolidation and smarter development. China's Alpha cities – Shanghai and Beijing – have maintained considerable distance from the China60. As they become truly globalized economies, they are setting new benchmarks, sitting among the world's top ten city economies in terms of scale, status and commercial attraction.

- China60's Tier 1.5 cities have cemented their positions as thriving regional commercial hubs. These



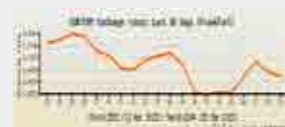
Source: JLL

Currencies

U.S Dollar - Chinese Yuan



Euro - Chinese Yuan



GB Pound - Chinese Yuan



Japanese Yen - Chinese Yuan



China's Top 12 Cities for Potential Office Demand



Source: JLL

nine cities are now firmly on the international map and are developing their global profiles. Tianjin, Chongqing, Chengdu and Wuhan are among the world's fastest-growing large cities. Xi'an joins the Tier 1.5 group in 2015, having registered one of the quickest rates of growth since the previous study.

- As the balance of economic activity has continued to move inland, cities in the southwest (Kunming and Guiyang), northwest (Xi'an) and central China (Zhengzhou and Shijiazhuang) have recorded some of the strongest advancements on JLL's City Evolution Curve. However, this trend has been more ambiguous than in previous updates, with several coastal cities (such as Xiamen, Wenzhou and Ningbo) also showing above-average gains.

- Mega city-regions are evolving rapidly in China's most densely populated areas. This is particularly the case in the Yangtze River Delta

(YRD) (centered on Shanghai) and the Pearl River Delta (PRD) (centered on China's Tier 1 cities of Guangzhou and Shenzhen):

China's cities have entered a new cycle of consolidation and smarter development.

- The YRD cities have made the greatest economic and real estate progress since 2012, reflecting the predominance of dynamic private enterprises, more advanced supply chains and superior intra-regional connectivity.

- The PRD cities feature prominently. Improving intra-regional connectivity, a strong technology base and superior "quality of life" measures put this city-region in a good position

for future advancement. Shenzhen, for example, is in the World's Top Five in JLL's City Momentum Index.

- The recently announced plans to integrate Beijing, Tianjin and Hebei Province signal the government's ambition to replicate the regional development of the PRD and YRD in the Bohai Bay area.

As China shifts away from investment-led growth and transitions into the "new normal", many of the China60 cities will continue to grapple with oversupply over the next two to three years. But, with an increasing focus on high-value activities, growth of the consumer classes and huge expansion of domestic private enterprises, cities have the capacity to absorb this excess supply as they grow. Prospects are strongest for the Tier 1.5 cities, such as Tianjin, while smaller cities will need to scale back on their reliance on construction as a source of economic growth.

Despite high construction levels, an under-provision of international grade inventory is still evident in most sectors:

- The Grade A logistics stock in China is less than 30 million sqm, a volume comparable to that in southern California. The equivalent stock across the major markets in the United States is estimated to be five-times larger at around 155 million sqm. While a temporary oversupply is emerging in some locations, China60 is still far from having an adequate stock of modern warehouses.

- JLL predicts a total requirement for Grade A office space across China's top 20 cities of nearly 80 million sqm by 2025, as demand from domestic private enterprises grows..

- Of the 83 million sqm of built shopping malls in China, only 10-15% is estimated to be of international

grade. This compares to 405 million sqm in the United States against 235 sqm in China.

Looking just at Tianjin we found that the city is a leader in terms of its openness, logistics market, economic performance and retail market potential. The main factors that have led to the city's rise as a leading Tier 1.5 city are:

- Designation as a Free Trade Zone and plans to integrate Hebei and Beijing

- Major logistics hub for northern China

- Improving infrastructure with a recently expanded airport, additional investments in high-speed rail links to other major cities and an expanding subway network

- Large seaport with trade links to nearly every major city

- Specialized manufacturing base that continues to attract investment from foreign firms

- International developers entering the market and higher quality stock

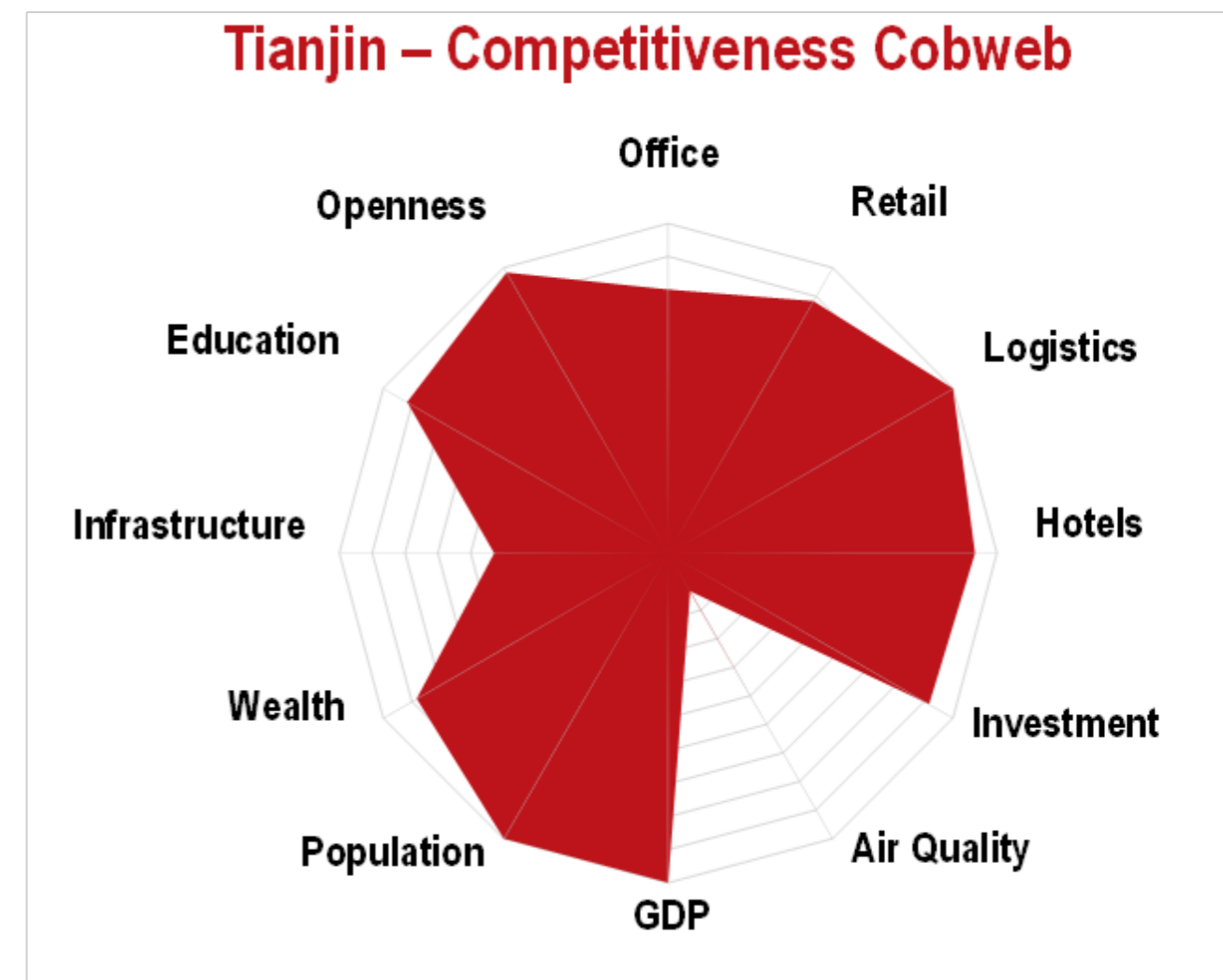
- Emerging domestic tourism destination

- Lower land and real estate costs

- Leading universities and higher education institutions

For more detailed information on the China60 and how Tianjin ranks compared to other cities, please visit our website at <http://www.jll.com/China60/>.

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WeChat Marketing 101

By Justin Toy



In just three short years, WeChat (or weixin 微信) has taken the world by storm, amassing over 600 million users. It is by far and away the most popular social media app in China, and is quickly growing in functionality and popularity. Today it is possible to use WeChat to transfer money and give out red envelopes (or hongbao 红包) to other WeChat users. You can also use the app to buy movies, plane tickets, pay your phone bill, and even donate to charity. WeChat is currently beta testing a number of new "city services" that include booking doctor appointments, paying utility bills, paying traffic fines, and reporting incidents to the police. WeChat will also be one of the featured apps available during the Apple Watch's launch.

Besides being a very powerful and functional app, WeChat is also a valuable marketing platform that

should be part of every company's marketing strategy in China. Not only does it have about 400 million users in China, but the composition of those users is young (85 percent under 35) and well educated (over 65 percent have a college degree). Many brands have been creating interactive marketing campaigns through WeChat in order to engage this lucrative demographic. Let's explore how to start building a successful WeChat marketing campaign.

Getting Followers

The best way to build up initial followers on WeChat is through QR codes. The app makes it very easy to create QR codes which can be scanned allowing a user to follow your brand. Make sure to place your QR codes prominently on your website, packaging, social media and advertising. In order to get users to follow your brand, make sure to offer

them something of value such as coupons, prizes, contests, pictures, articles, VIP treatment, etc. Also, be creative and make a fun interactive marketing campaign. The functions on WeChat allow for an unlimited number of possibilities.

Ctrip, an online travel agency in China, has been building up its WeChat presence by offering daily promotions that range from flight discounts to free nights in a hotel. In order to be eligible for the promotions you need to repost the advertisement to your 'Moments' (a news feed that is visible to all of your friends), take a screenshot, and send it to Ctrip. This method engages Ctrip's followers and helps grow and the company's user base- about 80 percent of official account traffic comes from users' 'Moments'.

Convert

Getting followers is only half the

battle. Getting them to convert is the real objective. Once users start following your brand, you can then start communicating with individuals or target specific groups. Chinese consumers love the feeling of exclusivity. WeChat allows for luxury brands to reach out to their customers and customize each interaction. This kind of highly targeted communication leads to greater conversion rates and higher engagement.

Calvin Klein has built a highly customized interactive campaign using WeChat that resembles a full website. Through their WeChat account you can learn more about recent collections, receive information about upcoming sales and promotions, and even login to your CK account and start shopping.

Hire a professional

If you are a small or medium sized

company without the capability to create your own WeChat campaign, there are a number of firms that can help. Walk the Chat is a full service Wechat consultant that can register your business account in one of three ways: subscription, service, and enterprise.

Getting followers is only half the battle. Getting them to convert is the real objective.

An enterprise is for a company's internal use. Subscription and service accounts are meant for public use.

(You can compare in the chart below)

When hiring a WeChat specialist,

one of the most important factors to consider is their ability to create a customized APP. WeChat offers a number of possible integrations such as geo-targeting, sophisticated e-commerce, voice recognition, and fully customizable interfaces. Of course, you want to work with a firm that already has the experience in working with these features. Ask to see the company's portfolio before making a decision on which one to work with.

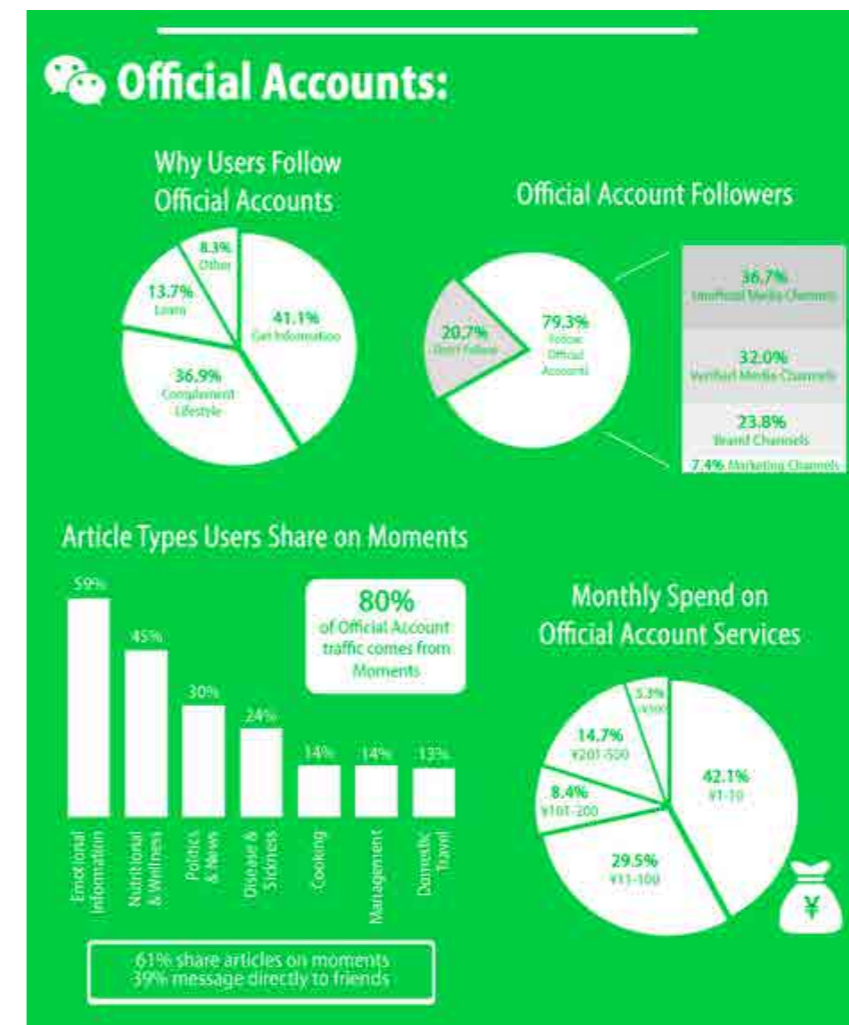
You can also hire a WeChat specialist to create and implement your entire marketing campaign while at the same time providing analytical insight into demographics and conversion rates.

Conclusion

WeChat is the largest social media network in China and its value as a marketing platform will only continue to increase. Tencent (the company behind WeChat) increased its brand value by about 100% last year and is now ranked the most valuable brand in China and fifth most valuable in the world. A lot of the company's growth can be attributed to WeChat and many analysts expect to see new heights reached in 2015. WeChat's presence outside of China is also increasing rapidly, especially in Southeast Asia, Africa, and South America.

No matter what industry you are in or the size of your firm, WeChat is a powerful tool that can deliver quality results. Just make sure to be responsible when sending messages to your customers. You want to make sure any message you send is relevant and personal, but not too frequent. At the same time, your message should be short, to the point, and not too pushy. If the follower wants more information, they can always click on the link that you provide. **E**

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Have You Reached Your Hiring Target?

By Robert Parkinson, CEO & Founder of RMG

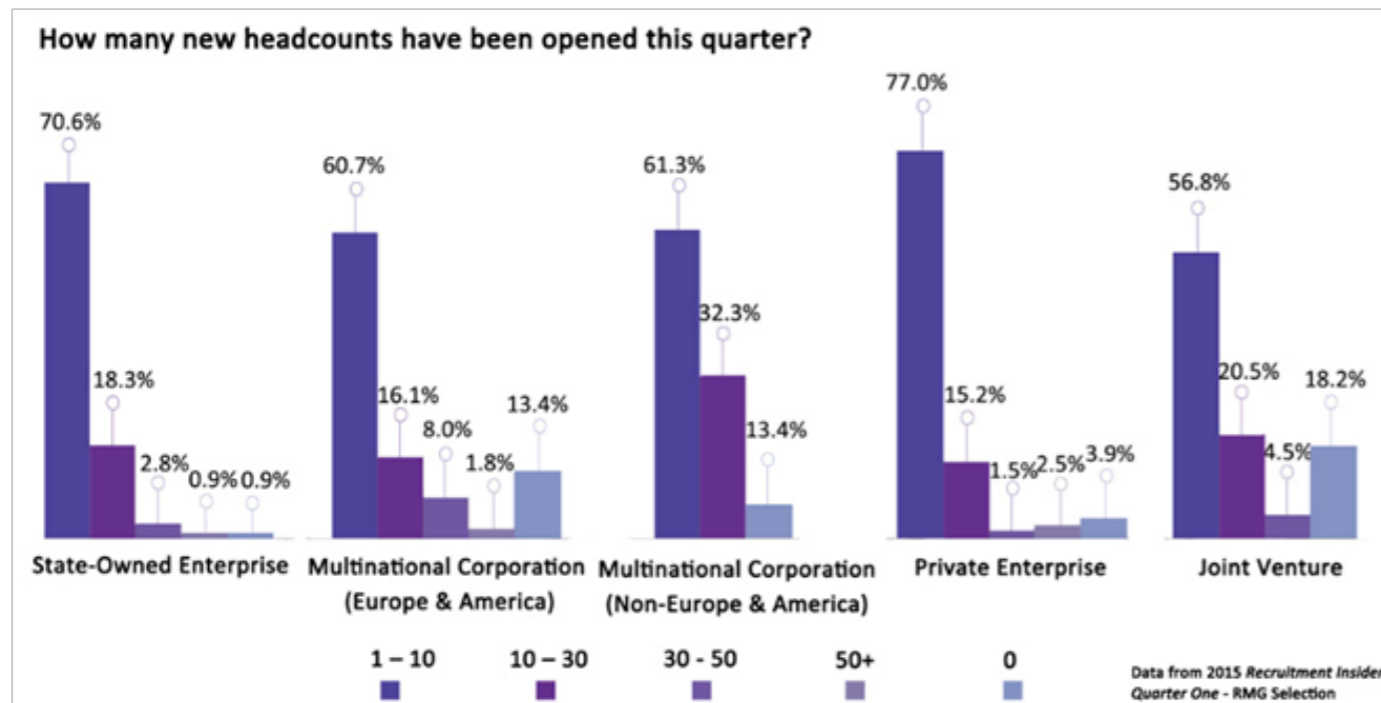


Figure 1 – Data from RMG Recruitment Insider Survey 2015Q1

At the end of the first quarter, most HR managers are busy assessing the need for new staff. This period is also when many job applicants learn about their value to the job market. To collect first-hand information on recruitment activities in the Chinese job market, RMG Selection launched its Recruitment Insider Survey (Quarter

1) at the end of March. Recruitment Insider is a survey specifically designed for HR managers who are in charge of their companies' overall hiring. By surveying leading companies in China, we aim to help employers and job seekers understand the qualifications needed and the direction of the recruitment

landscape. As the survey is about to be published, I would like to share a few interesting findings.

Recruitment needs in the first season remains strong

Out of approximately 600 companies who participated in the Recruitment Insider Survey,

91.8 percent are very active in hiring new employees. It was found that demand for recruits in State-Owned Enterprises (SOEs) is the highest (99.1 percent) of all types of companies. This is mainly affected by government decisions about renovation of SOEs. As seen in Figure 1, 86.6 percent of new headcounts in Europe and American corporations were filled in the first quarter. Joint-venture companies show the lowest hiring activity. The highest numbers of vacancies are to be found in sales, marketing and product design and manufacturing.

It was also found that the manufacturing industry, IT and legal consultancy are the top three industries looking for new recruits. According to Figure 2, professional legal consulting firms are extremely active in hiring new employees. The rapid development of IT & the Internet

(91.8 percent) and machine design and manufacturing (93.5 percent) has also led to high recruitment demand. But with only 78.3 percent new positions opened in the first quarter, the situation has deteriorated in the manufacturing industry.

In 2014, the number of graduates already exceeded 7 million, which was quite a problem for the government and many companies.

Salary increases vary across sectors. Salaries are important to both employers and employees. We have found that salary increases are

generally low in the first quarter. Only one-third of the offers sent out to new recruits goes beyond a 10 percent salary increase. The best performance is found in multinational corporations. 66 percent of the new positions in these companies are middle to senior level positions. Only Joint-Venture companies are willing to pay large increases to outstanding people. The salary increase performance of SOEs, on the other hand, is rather disappointing. With 90 percent of offers from SOEs, salary increases vary within 10 percent.

Mainstream hiring channels

Another interesting finding is the ranking of recruitment channels. The most popular hiring channel belongs to the executive search firms. The second place surprisingly goes to social media. LinkedIn,

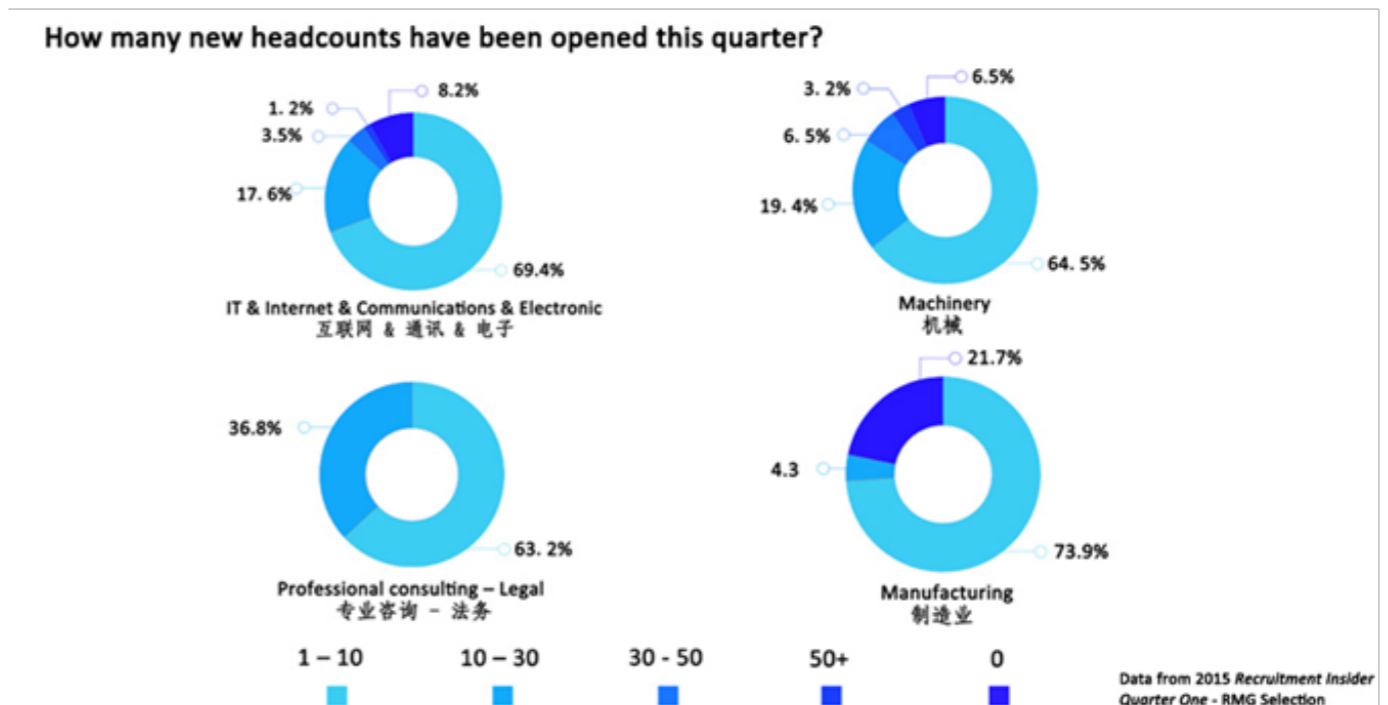


Figure 2 – Data from RMG Recruitment Insider Survey 2015Q1



WeChat, Weibo, MaiMai, GouDa and other popular platforms have all become important channels for employers and HR specialists to discover talented employees. Recruitment websites and jobs fairs have become less important than five years ago.

Aspects valued and not valued by HR and hiring managers

According to the survey, professional knowledge and skills are the most important criteria when filtering candidates. Unsurprisingly, ability to communicate comes in second place. The interesting finding is that educational background is valued in third place by HR managers. In China, the majority of SOEs and private Chinese firms regard a solid education background as an essential qualification. But in 2014, there was a hot debate as to whether university graduates had a significant advantage

in the job market.

Company value is often important for western companies. However, out of six hundred managers surveyed, only 15.5 percent thought this to be the most important factor. At the same time, certificates and honours, important criteria for selection in the past, were not at the bottom of the list. Unfortunately, only 10.5 percent of managers care about employees' skills and knowledge demonstrated by paper qualifications. This contrasts with the criteria employed by HR professionals when filtering candidates.

Campus recruitment activities

Although the survey was conducted in the first quarter, campus recruitment had already started to play a part in many companies' hiring plans. More than 50 percent of companies have already planned

to open 20 percent of new positions to prepare for the graduates job-seeking peak in June. Only 6 percent of companies haven't prepared for campus hiring yet. In 2014, the number of graduates already exceeded 7 million, which was quite a problem for the government and many companies. We will keep watching campus hiring plans in the second quarter.

As the Chinese saying goes, the whole year's plan depends on a kick-start in spring. Needless to say it is important to hire and plan well in the first quarter. By conducting this survey and analysing its results, we hope to share recruitment insights across different industries and fields for both employers and job seekers. **E**

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China's Reform on Foreign Investment

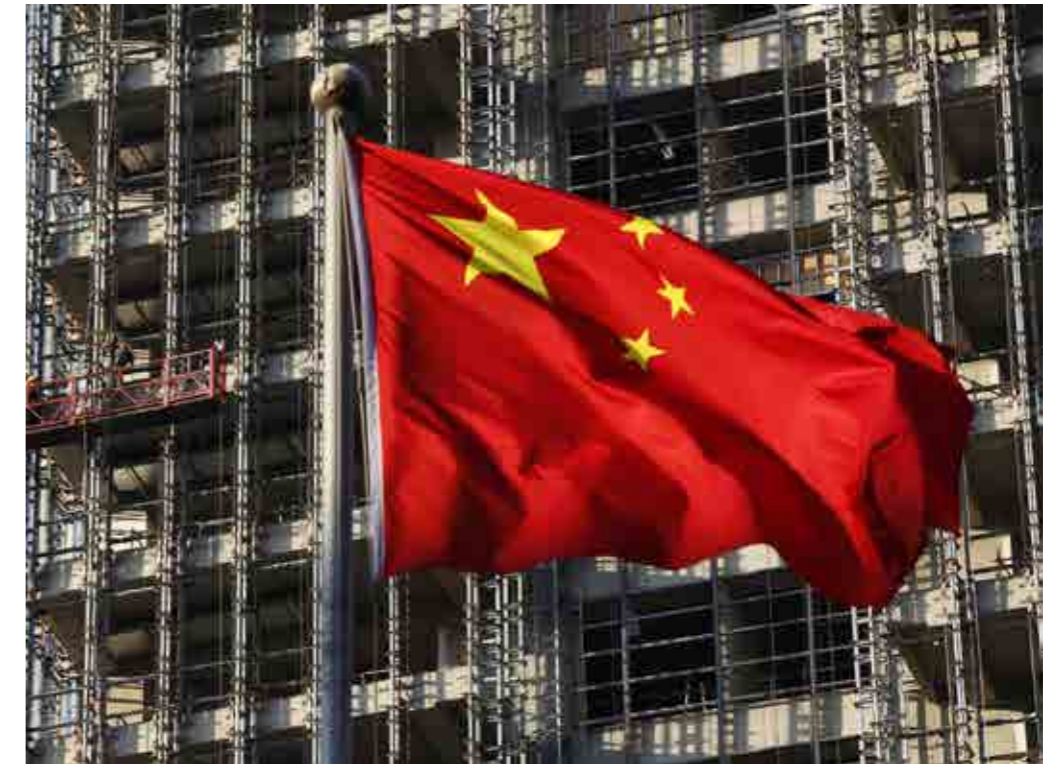


Manuel Torres



Lucy Luo

By Manuel Torres
(Managing Partner) and
Lucy Luo (Associate) of
Garrigues Shanghai



The PRC Ministry of Commerce ("MOFCOM") recently released a draft of the Foreign Investment Law ("Draft") for public comments. It is aimed at encouraging and liberalizing the foreign investment into China. It is also designed to replace the current legal framework of foreign-invested enterprises ("FIEs") in China that has been applied since 1979. This includes the Sino-Foreign Equity Joint Venture Law, the Sino-foreign Cooperative Joint Venture Law, and the Law on Wholly Foreign Owned Enterprises, as well as the corresponding administrative rules and regulations in relation to the FIEs (collectively, "FIE Laws") by a uniformed law.

1. Key Features of the Draft

(1) A "Substance Over Form" Principle

The Draft adopts a broad definition of foreign investor and foreign investment based on the substance over form principle.

Foreign Investor

Under the Draft, a domestic company controlled by foreigner(s), foreign entity, foreign governmental institution(s) and international organizations will be deemed as foreign investors. The concept of "control" is first introduced to regulating the foreign investment, which includes (i) holding, directly or indirectly, more than 50 percent of shares, equity interest, share of property, voting power or other similar equity in the enterprise; (ii) being entitled to, directly or indirectly, appoint more than half of the members of the decision-making body of an entity

or holding sufficient voting power to have significant impact on the resolutions made by the decision-making body; and (iii) being able to have significant impact on the operation, finance, human resource or technologies by contractual control or trust arrangement.

The broader definition of foreign investor may question the feasibility of variable interest entity structure ("VIE"), which was first used by Sina.com and is now widely used by the foreign investors in those industries not allowing wholly owned by foreign funds, i.e. value-added telecommunication, education, etc..

Foreign Investment

For the definition of foreign investment, the Draft not only covers green field investment and acquisition, but also iterates that the following activities directly or indirectly conducted by foreign investors shall be regulated as foreign investment:

- Providing financing with a term of one year or more to their subsidiaries in China

- Obtaining a concession to exploit and develop natural resources in China or to build and operate an infrastructure project in China
- Obtaining real property rights in China

This new law as it will undoubtedly and significantly affect structuring and timing of foreign investments in China.

- Controlling or holding interests in a domestic enterprise via contractual or trust arrangements or other means.

The Draft significantly expands the coverage to activities that were previously not subject to foreign investment review or reporting. Whether it could actually decrease the market entry barriers would be subject to the scope of the Negative List (as defined below) and the implementation of the Draft.

(2) The Negative List Approach

In order to be more efficient in foreign investment administration, the Draft will adopt the negative list approach in respect of foreign investment approval similar to the model applied in the China (Shanghai) Pilot Free Trade Zone, which sets out restricted industry sectors to foreign investment and approval thresholds for the amount of foreign investment.

Foreign investment approval is only limited to the investment explicitly indicated in the Negative List to be released by the State Council, which would lower the time cost of those foreign investment projects not restricted by the Negative List.

(3) The Information Reporting System

According to the Draft, Foreign Investors and their subsidiaries in China are obliged to fulfill a number of reporting responsibilities via an online system to be set up by MOFCOM, normally including an initial information report, a change report and an annual report. For a foreign investor with total assets, sales income or revenues exceeding 10



billion CNY per annum in China, or having more than 10 subsidiaries in China, an additional quarterly report is also required.

(4) National Security Review

The Draft expands the current scope of matters that are subject to national security review. Any foreign investment that endangers or may potentially endanger national security is subject to a unified national security review to be implemented by a joint committee, regardless whether any acquisition of controlling stake of domestic enterprises or any particular industry is involved. Such a broad coverage raises much uncertainty to foreign investment, and hopefully the guidelines on national security review to be promulgated separately in the future will provide some detailed clarifications.

Meanwhile, it is worth mentioning that the national security review decision shall be final and immune to administrative reconsideration and administrative litigation.

2. Impact on Foreign Investment

(1) Impact on Existing FIEs

Under the Draft, the corporate governance of foreign invested entities should follow the same requirements as domestic enterprises under the PRC Company Law, the PRC Partnership Law and the PRC Individual Proprietorship Enterprises Law, etc. The existing FIEs will have a three-year transitional period to conform to the aforementioned laws.

(2) Impact on VIE Structure

At present, the VIE structure is often used by foreign investors to invest in Chinese enterprises that have restrictions on foreign investment. For those sectors permitted for foreign investment but not allowed to be wholly owned by foreign funds, joint venture structure could be used and the VIE structure could be removed. For the prohibited sectors, VIE structure would not remain in the "grey area", but would either be regularized or outlawed subject to the Negative List and the released provisions governing existing VIE structures.

3. Outlook of the PRC foreign investment framework

The Draft is widely considered as a positive sign of the Chinese government's determination to build up a more transparent legal framework for foreign investors. In order to achieve their goal, it may take a certain period of time for the lawmakers to have an overview of the existing foreign investment regime and present a more consistent and unified foreign investment legal framework. The Draft is not listed in the meeting schedule of the third session of 12th National People's Congress to be held from 5 March 2015, which hints that additional rounds of legislative review and revision will be taken later this year.

Close attention shall be paid by the existing and potential investors to the development of this new law as it will undoubtedly and significantly affect structuring and timing of foreign investments in China. **E**

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Extrinsic vs Intrinsic Motivation

Is it better to motivate employees with money or with a challenging and interesting job?



Marwan Emile Faddoul
Managing Partner
NFG Consulting LLC
www.nfgconsulting.com



A study frequently cited at Harvard Business School on American companies shows that:

- Only 1/3 of employees are motivated to work.
- Only 1/4 of employees trust their bosses.

Establishing and running a company can be done with an individualistic approach. Yet, let's face it, how much can one person achieve on his own? If we really want our companies to grow, expand and last, we need people to help us reach that objective.

To keep employees on the right track, managers must motivate them. The same study cited above also tells us that:

- There is a 127 percent difference in productivity between the best performers and the good performers.
- There is a big difference between the good and the average performers. Where a good performer gets 5 to 10 times more work done, than the average.

Given such a staggering difference between average and top performers, how can we motivate employees to become stars?

Generally speaking, there are two main ways to motivate employees: extrinsic motivation (such as money and other perks) and intrinsic motivation (such as challenging assignments). Our question is: which is the best? Will tangible elements motivate our employees to move forward, or should we challenge them to give their best?

Before we proceed with this question, let's take a step back and look at each

motivational path on its own.

Frederick Herzberg, a well know American psychologist, said people in the workplace are driven by two sets of factors. The first set, are the hygiene factors, and are needs that keep people from being unhappy. These factors consist of how a person is treated at work, salary, working conditions and security. These factors do not in themselves promote job satisfaction, but serve primarily to prevent job dissatisfaction. The second set is the motivators, which consist of the need to do something, to show what a person is capable of in their best capacity. This includes what a manager lets employees do at work. What do the employees achieve? Do they take responsibility? Are they growing? Are they involved in meaningful and significant work?

The most important attribute of a research director is to have genuine respect for the people who are working for you.

Extrinsic motivation appears to be an efficient way to obtain what one wants from employees. Employees would do almost anything if their boss threatens them enough or bribes them enough. Extrinsic motivation, whether implemented in a negative or in a positive way, will get people to move. The Lincoln Electric Company is a perfect example of a company that motivates its employees with tangible rewards. Under the Lincoln incentive system, employees are handsomely rewarded for their productivity, high quality cost reduction ideas, and individual contributions to the company. According to a 1947 Harvard Business School case study on the company, the year-end bonuses averaged close to 100 percent of regular compensation, and some workers on the factory floor had

earned more than 45,000 USD in a single year. At the time, the median income of U.S. manufacturing employees was less than 9,200 USD.

Intrinsic motivation, on the other hand, refers to behaviour that is driven by internal rewards. In other words, the motivation to engage in certain behaviour arises from within the individual. An employee does a certain task simply because he wants to do that task.

Is it impossible to imagine a workforce so motivated that employees relish more hours of work, initiate increased responsibility and boast about their challenging work, not their pay checks or bonuses? The

answer is: Yes! We can achieve this by understanding the counterintuitive force behind motivation and the ineffectiveness of most performance incentives. Despite media attention to the contrary, motivation does not come from perks, plush offices, or even promotions or pay. These extrinsic incentives may stimulate people to put their noses to the grindstone but they'll likely perform only as long as it takes to get that next raise or promotion.

The truth is organizations have only limited power to motivate employees. Yes unfair salaries may damage morale. But when a company does offer fat pay checks and other extrinsic incentives, people won't





necessarily work harder or smarter. In fact, they might become less efficient, especially if they love what they do. In psychology, this is known as the over-justification effect. This occurs when an external incentive decreases a person's intrinsic motivation to perform or participate in an activity. Researchers have found that when extrinsic rewards (such as money and prizes) are given for actions that people already find intrinsically rewarding, they will become less internally motivated to pursue those activities in the future.

A simple example: bribe your child with candy in order to do something he ALREADY enjoys, and you will find that he stops liking it.

If managers and leaders want to bring this internal reward out of our employees, what is the best way to do it? The answer is simple -we should give them the opportunity to use their ability. The key to reaching that objective is to train our employees on a daily basis on everything they need to become the best in their field. A person cannot be motivated if he


doesn't know how to do a specific task. But, the more a person can excel in a job, the more they will be motivated to do it. Once an employee is well trained to master a certain skill, managers should challenge them and give them the opportunity to apply what they have learned and to be responsible for what they are doing.

Jack Rivkin, the man who turned around Lehman Brothers' equity research department, is a perfect example of pushing employees to become intrinsically motivated. Rivkin was very tough to work with, but people were willing to take a cut of a quarter of their salary in exchange for working for him. 20-25 percent of analysts working for him became stars within 3-4 years, while Wall Street's average was 3 percent within 8-12 years. Rivkin believed the most important attribute of a research director is to have genuine respect for the people who are working for you.

Rivkin made it clear to everybody in the research department that they didn't work for him, he worked for them. If they had problems, he was

going to fix them. He also believed that the value of an analyst to an investment bank should come from their industry expertise, not from their stock-picking ability. He used to tell his analysts to become the best industry experts and he would show them how to become successful.

In conclusion, both intrinsic and extrinsic motivation can be used to motivate employees. From a personal experience, I believe that most of us are motivated by intrinsic rewards: Interesting, challenging work, and the opportunity to achieve and grow into greater positions with more responsibility.

Of course, a company has to provide the hygiene factors as mentioned above. But the real key to motivating employees is enabling them to activate their own internal generators. 

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Tianjin economic logical forum

info@TianjinEcoForum.com

Potential Customs and Policies in Tianjin Pilot Free Trade Zone (“TPFTZ”)

By Susan Ju, Partner & Nathan Pan, Manager, PricewaterhouseCoopers

The Shanghai Pilot Free Trade Zone (“SPFTZ”) has achieved steady growth since its launch in September 2013. Following the successful footprints of the SPFTZ, a number of new pilot free trade zones (“PFTZ”) have been approved and launched in Tianjin, Guangdong and Fujian.

The new PFTZs will try to replicate the success of the SPFTZ and is set to be the frontline in promoting economic growth across China. This summary will serve as a starting point for your reference to the potential policies to be adopted by Customs and CIQ authorities in the TPFTZ.

Overview of TPFTZ

- Location:
Covering 119km², including:
- Tianjin Port Area (30km²)
 - Tianjin Airport Area (43.1km²)
 - Binhai CBD Area (46.8 km²)



The coverage area of TPFTZ also includes a number of customs special supervision zones, which include the following:

- Tianjin Port Bonded Zone(天津港保税区);
- Tianjin Bonded Logistics Park (天津保税物流园);
- Tianjin Dongjiang Bonded Port (天津东疆保税港区);
- Tianjin Binhai Integrated Bonded Zone (天津滨海新区综合保税区).

Other areas within the TPFTZ are not subject to customs special supervision measures (e.g. Binhai CBD Area), and so some of the following Customs and CIQ policies may not be applicable.

Highlights of Potential Customs and CIQ policies in TPFTZ

- Open entry in First-line and Effective Control on Second-line Highlights:
 - Enter first and declare later: the imported goods will be allowed to enter the PFTZ prior to customs declaration
 - Simple inbound registration: 40 declaration items narrowed to 29 items
 - Facilitating the goods movement within the PFTZ: centralized declaration and separate delivery & transportation
 - Cooperation between Customs and CIQ: one time declaration, one time inspection and one time release
 - Paperless declaration

Function Expansion and Enhancement of New Trade Models

- Promote policy implementation Highlights:
 - Selective taxation
 - For the goods manufactured or processed in the PFTZ and sold to domestic areas crossing the “second-line”, the import duty could be calculated based on corresponding imported raw materials or the actual declaration status of the finished goods for domestic sales.
 - Import VAT and consumption taxes (if any) are still applicable based on actual declaration status of the finished goods.

- Refund at the port of departure
 - The tax refund policy applies to goods declared at certain ports of departure, subject to transit at PFTZ port through waterways to an offshore destination.

- Financial leasing
 - Enhancement of financial leasing business of aircraft, ship within the PFTZ, etc.

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New Appointments



The Astor Hotel, Tianjin appoints new executive sous chef

The Astor Hotel, Tianjin, A Luxury Collection Hotel, is delighted to have appointed David Lee as its new executive sous chef. Mr. Lee has more than 16 years experience in catering at western restaurants in five star hotels. He's worked in a series of well-known international hotel brands, like Intercontinental, Hilton, Accor, and Starwood. With endless passion for food Mr. Lee continues to try to develop new styles of dishes.. He was previously executive sous chef at Le Meridien, Chongqing. David Lee will now be treating the guests of the Astor Hotel to a new world of taste using all his experience and unlimited creativity.



Mr. Thibaut Pouplard appointed Executive Chef at The St. Regis Tianjin

Mr. Martin L. Leclerc, General Manager of The St. Regis Tianjin, the most iconic hotel in town along the Hai River, is delighted to announce the appointment of Mr. Thibaut Pouplard as Executive Chef. As an award-winning progressive chef with over 18 years of experience all over the globe, Thibaut Pouplard is a culinary force to be reckoned with. Born and raised in a small village of the Loire Valley in France. Thibaut Pouplard extensive global experience allows him to bring his knowledge and unique gastronomic perspective to each and every one of his projects. He describes his culinary style as "new creative cuisine, French with a touch of Mediterranean and Chinese influence". He enjoys creating simple, yet intriguing flavor combinations to challenge guests' expectations.

touch of Mediterranean and Chinese influence". He enjoys creating simple, yet intriguing flavor combinations to challenge guests' expectations.

Nankai University



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INTO CHINA

Chamber Reports



Past Events:

ICT Forum Luncheon – How to Retain Staff and Grow an IT Business in China

24 March, Renaissance Tianjin Lakeview Hotel

A panel of IT experts and corporate representatives attended this luncheon with Mr. Wang Wenjie, President of Northern Lights Technology Development on March 24 at the Renaissance Tianjin Lakeview Hotel. Mr. Wang introduced how his company grew from 10 to 180 employees and is able to maintain a 3 to 4 percent turnover rate. He also shared his knowledge and insights on how to retain talent and how to grow an IT business in China.



AmCham China, Tianjin Environment and Sustainability Committee Meeting

27 March – The Westin Tianjin

On 27 March, AmCham China, Tianjin's Environment and Sustainability Committee had its second meeting at the Westin Tianjin.

Paul Holmes, Head of European Market of Takasago Constructors and Engineers (Beijing) Co., Ltd. and Ugur Lee Kanbur, General Manager of The Westin Tianjin introduced the energy audit they have done at the Westin and their ongoing energy-saving initiatives. Participants were very active during the Q&A session and provided suggestions for future events.

Tianjin Monthly Executive Breakfast Briefing

16 April 2015 – The Astor Hotel

The guest speaker for this month's Executive Breakfast Briefing was Mr. Michael R. Eggleston, General Manager of GE Healthcare (Tianjin) Co., Ltd. He shared insights into the present situation and future development of the GE Healthcare Tianjin plant, with over 40 guests. Attendees were very active during the Q&A session.

The Monthly Executive Breakfast is becoming a signature event for the Tianjin Chapter, providing members an excellent opportunity to meet Tianjin's Executive Committee members. The next meeting will be held on 16 April.



Upcoming Events:

7 May - Essential Skills Training: Motivation Management, Venue: AmCham China, Tianjin Office Meeting Room

15 May - 2015 AmCham China Tianjin Government Appreciation Reception & White Paper Delivery Meeting, Venue: Renaissance Tianjin Lakeview Hotel

21 May - Monthly Executive Breakfast Briefing, Venue: The Astor Hotel

28 May - Monthly Women Professional Committee (WPC) Lunch, Venue: The Westin Tianjin

4 Jul - AmCham China, Tianjin 14th Annual Charity Golf Tournament and Annual U.S. Independence Day Celebration, Venue: TBD

Room 2918, 29F, The Exchange Tower 2, 189 Nanjing Lu Heping District Tel: +86 22 2318 5075 Fax: +86 22 2318 5074 www.amchamchina.org

Past Events:

Local Board Election

The European Chamber Tianjin Chapter successfully hosted the 2015/2016 Board Election on 13 April 2015.

Congratulations to the new Board and thank you to all the candidates who ran for a position!

Local Chair:

Christoph SCHREMPP (Airbus)

Board Members:

Gabriele CASTALDI (Flexbo)

Frank REDECKER (Asia Power Systems)

Stephane METAY (Veolia)

Michael STENGELE (Siemens)

Tianjin 2015-2016 Board



Tax Seminar: Key Updates on CIT

20th March, 2015

The European Chamber and PwC co-organized Tax Seminar on Key Updates for 2014 Annual Corporate Income Tax Filing and Policy & Practice Sharing Regarding HNTE and R&D Super Deduction on 20th March. Tax professionals from PwC shared their knowledge and thoughts on the 2014 CIT Annual Filing and answered questions from the participants.



Carnegie Seminar: Performance Improvement Coaching

24th March, 2015

Dr. Zhao Bo Cheng from Carnegie China introduced the key elements on coaching for performance improvement to help participants identify critical factors for successful coaching skills; understand how to differentiate various coaching styles and apply directive coaching to improve behavioural change.



Workshop: Life Insurance & Pensions Market in China

26th March, 2015

The Chinese Insurance market has experienced rapid growth over the last 30 years, but it is still immature compared to global and developed Asian markets. The rapid ageing of the Chinese population presents major challenges for the government, with the increasing burden of pension and healthcare provision in old age. Insurance experts from Heng An Standard Life Insurance shared their insights on the future trends in life insurance & pension regulations and solutions.

Factory Visit: Tianjin Jin Bin Veolia Water

31st March, 2015

The European Union Chamber of Commerce organized the first factory tour of the year to Tianjin Jin Bin Veolia Water Co., Ltd, a Joint Venture Company set up by Tianjin Water Works Group and Veolia. The water supply areas cover the north of Haihe River and east of Beiyunhe River, including Hedong district, Hebei district and Dongli district, and part of the Binhai new area. Participants visited the plant and learnt the production process of our daily drinking water.



Breakfast Briefing: Optimizing Your Company's Internal Control

9th April, 2015

Co-hosted with the German Chamber, the Breakfast Briefing on Optimizing Company's Internal Control, looked at the complete system of controls established by management for ensuring the achievement of a company's objectives, the effectiveness and efficiency of business operations, reducing company exposure, reliable reporting structure and compliance with laws and regulations. Dr. Michael Bormann and Mr. Daniel Albrecht shared their expertise on this topic with more than 20 participants.



41F, The Executive Center, Tianjin World Financial Center, 2 Dagubei Lu, Heping District, Tianjin 300020.
 Tel: +86 22 5830 7608 Email: tianjin@european-chamber.com.cn Website: www.european-chamber.com.cn

Chamber Reports

Past Events:



Breakfast Seminar - Optimizing Your Company's Internal Control

Monday, 9 April 2015

The German Chamber of Commerce, in cooperation with the European Union Chamber of Commerce, held the Interchamber Breakfast Seminar about how to optimize your company's internal control system to improve the effectiveness and efficiency of business operations. During this briefing, our speakers gave a detailed explanation of Enterprise Internal Control, which was supported by case studies. While having breakfast, participants learnt about what Enterprise Internal Control is and how to implement it in their companies.



Seminar - How to apply for visas to Germany: Information by the German Embassy and the German Chamber

Thursday, 16 April 2015

Against the background of increasing Sino-German business ties, the application for business visa to Germany for Chinese managers, employees and business partners is of great significance to most companies. Therefore, the German Embassy and the German Chamber of Commerce provided information on how and where to apply for business visa to Germany. The seminar provided guidance on the visa services of the German embassy, the conditions for applying for a Schengen visa, relevant regulations and new trends, deadlines and the time needed for an application, the correct completion of the application form, common mistakes that might delay or prevent the issuance of a visa, introduction of biometrics (fingerprints), and the concrete benefits for members of the German Chamber of Commerce.



SAVE THE DATE: German Night in Tianjin

Saturday, 16 May 2015, 18-24h

The German Chamber of Commerce cordially invites all members and friends to the German Night in Tianjin on 16 May, 2015 at the 3 Kronen Brauhaus. The German Night is the major social event for the German Community and everyone interested in German culture and already takes place for the fifth time in Tianjin. Join us for a casual evening in a typical German atmosphere – with buffet, free flow of beer and lucky draw. Our DJ will entertain you with German party music from the 1920s to today. Come and enjoy our German Night together with your loved ones, friends and colleagues!



Upcoming Events:

14 May 2015 15:00-17:00: Seminar – Effective Hiring, The Westin Hotel

16 May 2015 18:00-24:00: German Night in Tianjin, Drei Kronen 1308 Brauhaus Tianjin

27 May 2015 19:00-22:00: Kammerstammtisch Tianjin, Drei Kronen 1308 Brauhaus Tianjin

3 June 2015 17:30-21:00: Networking Dinner in TEDA, Delights Restaurant&Bar

Room 1502, Global Center, No. 309 Nanjing Road, Nankai District, Tianjin 300073 Tel / Fax: +86 22 8787 9249 tianjin@bj.china.ahk.de

The Astor Hotel a Luxury Collection Hotel Participates on the Earth Hour for the Fifth Time

This year's global tagline is "Use Your Power to Change Climate Change". The Astor Hotel, a luxury collection hotel in Tianjin activated a range of energy-saving measures during the Earth Hour, which included turning off exterior lighting; dimming or turning off non-essential interior lighting; and using candlelight in public areas such as restaurants and bars. Guests who arrived at O'Hara's bar by environment-friendly transportation got a special benefit by showing their credentials, such as bus card or metro card, as well as 20% discount on selected beverages. The resident singer of O'Hara's bar - Ms. Only, had an unplugged show that night.

"It's a great honour for us to support such a powerful and global activity," said Mr. Peter Nast, the general manager of The Astor Hotel, A Luxury Collection Hotel, Tianjin, "It is the fifth year for The Astor Hotel to join in the movement, we replaced the usual lamps by using energy saving ones last year to achieve the goal of energy saving and emission reduction, we are very glad to do something to protect the environment with our guests together."



"Entertainment All World with All Our Hearts" New World Beijing Hotel Celebrates the Earth Hour

On 28 March 2015, millions of people around the globe switched off lights to celebrate their commitment to the planet in honour of World Wide Fund for Nature's (WWF) Earth Hour. New World Beijing Hotel participated in this initiative for environmental awareness by turning off all non-essential lighting for one hour from 8:30 to 9:30 p.m.

At Tang, from 6 p.m. onwards, guests enjoyed Chilled Oolong Tea in an enchanting candlelit oasis to celebrate this worldwide movement for the planet. Guests were invited to illuminate their awareness for global environmental change by choosing their own fresh ingredients in the kitchen and having our chefs prepare them while they watched.

At 8 p.m. in Qi Nian, the chefs created a delicious, thoughtfully prepared "Earth Hour" menu made exclusively with organic vegetarian ingredients to promote dining with a low carbon footprint.

At midnight, in Yin hundreds of candles were lit and our bartenders made two delicious Earth Hour cocktails – the Star Shine and Blue Earth – for guests to sip under the stars.

Throughout the weekend, guests had the opportunity to purchase Earth Hour T-shirts, pins, car stickers, candles, and notebooks, with all proceeds going to Beijing's Autism School.



“Wear Your ‘GLASSES’ and See the Future Better!”, Shangri-La Hotel, Tianjin Earth Hour Activity

Shangri-La Hotel, Tianjin remains deeply committed to social responsibility by making positive contributions to the environment. As an environmentally concerned hotel in Tianjin city, the Shangri-La Hotel participated in the “Earth Hour” on 28th of March 2015.

Shangri-La Hotel, Tianjin reduced the use of electricity by switching off and minimising non-essential machinery and lighting in the building for exactly one hour, starting from 8.30 PM.

Planet Earth is warming faster now than at any other time in the past 1,000 years, and global warming may be the greatest threat to humanity. However, we are not able to SEE this serious reality. Therefore, all Shangri-La Hotel, Tianjin colleagues wore GLASSES as a symbolic sign that we must SEE the reality of the future. All guests were invited to wear glasses and join in the activity at hotel’s lobby while enjoying a complimentary healthy mocktail, listening to unplugged music.



The Ritz-Carlton Tianjin Presented Guests with a Spanish Food Festival. An Unprecedented Dining Experience

The most exciting Spanish food festival was successfully held at The Ritz-Carlton, Tianjin from 14th to 16th of April, and it offered guests an incredible dining experience.

Executive Chef Ornato from The Ritz-Carlton Tianjin invited the famous Spanish Chef Aitor Olabegoya from the top one Spanish restaurant Migas in Beijing for a very much anticipated Spanish food event. More than 500 guests from Tianjin joined in.

Chef Aitor was the first prize winner of the International Competition of Young Chefs of Spain in 1999. He is also the most awarded Spanish chef in Beijing. He is constantly in search of new recipes and different ways to fusion different products from different cultures and blend them in with a special Mediterranean touch.

During the food festival at Zest, Chef Aitor teamed up with Chef Ornato to offer guests a new definition of Spanish cuisine and created a memorable and unprecedented dining experience.



Use Your Power to Fight the Climate Change Renaissance Tianjin Lakeview Hotel Spring Wedding Show & Earth Hour

The “WOULD YOU MARRY ME” Earth Hour theme wedding show was held at the Lobby Lounge of Renaissance Tianjin Lakeview Hotel on Saturday 28th of March 2015 from 19:30 to 21:30 and more than 200 guests attended the event.

During the evening we turned off the non-essential lights, for one hour, in support of the Earth Hour – a global movement uniting businesses, organizations and individuals in taking actions to raise awareness to the issues of climate change – and kick off the company’s dedication to environmental awareness. We also took this opportunity to create a romantic atmosphere to make a real love story come true on this special day.

The amazing part of the night happened at 20:30, as the lights were turned off, a real marriage proposal came to life. For this special moment a video was projected on the lobby showing the love story of the couple, with live piano accompaniment and Mr. Guo singing their favourite love song. As his girlfriend walked slowly down the aisle of the wedding booth, the wedding ring slid down like a shooting star. With tears of happiness rolling down her cheeks, Ms. Zhang answered “Yes, I do” while Mr. Guo on his knee put the wedding ring on her finger.

While the lights may go out one night, the efforts of the Earth Hour and its supporters to fight climate change will last throughout the year. To change the environment problem we might not be able to do great things, but let’s do the small ones with great love. An eco-friendly life will bring you and your love ones a better future.



Castle Wedding Fair @ Hotel Indigo Tianjin Haihe

Hotel Indigo Tianjin Haihe joined hands with HoneyFete Upscale Wedding Planning Company to create Spring Castle Wedding Fair at its beautiful European courtyard on 19th April, 2015.

About 100 guests, newlyweds and local media attended the wedding show. The show began with Mr. Eric-Jan van Haastrecht, General Manager of the Hotel Indigo Tianjin Haihe's welcoming speech, "Hotel Indigo Tianjin Haihe is an international brand boutique hotel managed by the world's largest hotels group - IHG, located in the German Consulate in the Former German Concession neighborhood. "I'm very proud to tell you that we have the best and award-winning romantic wedding venue in Tianjin. We believe that our beautiful courtyard, different themed wedding rooms, personal catered meals, as well as the warm and thoughtful wedding planning team will become a beautiful memory in your wedding."

We thank all the sponsors for helping us make this fantastic wedding fair successful: HoneyFete Upscale Wedding Planning, Flower Season, Bavaria Brauhaus, Likefilm Wedding Film Studio, Time Photo, LaMoon Wedding Gown, Classical Holiday, Enjoy Bakery and Rotkäppchen!

Hotel Indigo Tianjin Haihe has a range of tailored wedding packages that will provide everything a couple needs for a perfect wedding celebration. Prices start from 3888RMB+ in 2015 for a table of 10 guests.

To plan a unique outdoor wedding, please contact the wedding specialists at Hotel Indigo Tianjin Haihe at phone number 022 8832 8888 or e-mail indigo.tianjin@ihg.com.



“Allow Me, My Heart” 2015 Spring Wedding Fair was Beyond Expectations

On 18th of April, 2015, The St. Regis Tianjin together with Manor de Prague Wedding Planner successfully held the annual grand wedding fair “Allow me, my Heart” at The St. Regis Tianjin. Hundreds of couples were introduced to a unique riverside wedding ceremony.

The unique riverside wedding ceremony in Tianjin

The St. Regis Tianjin has an elegant 800-square-meter river lounge that awaits for your arrival. There you will exchange vows at one of the city's most coveted venues.

New Executive Chef presents new dishes

Thibaut Pouplard, the new Executive Chef of the St. Regis Tianjin is known for his unique blend of artistic panache, passion for food, strong business sense and engaging personality. His dishes are perfect for that special day.

Special Offer

The St. Regis Tianjin provided special offers for wedding celebrations from Monday to Thursday.

We wish every wedding held at St. Regis immortal love.

Request an appointment with a St. Regis specialist and explore exceptional rates for your friends and family at The St. Regis Tianjin. From bespoke flower arrangements to room décor to accommodations for your guests, the St. Regis specialist will assure all of your needs are flawlessly met.



The St. Regis Tianjin Launches Newest Dining Venue Along Hai River with the Opening of The River Lounge

The St. Regis Tianjin is pleased to announce the opening of its 'River Lounge', a new dining venue set to broaden the epicurean experiences to both guests of the hotel and outside visitors. Since its opening in late 2011, The St. Regis Tianjin, situated in the financial heart of Heping District, has introduced a new benchmark for dining in the city.

Currently featuring three unique restaurants in addition to a signature bar and wine lounge, The St. Regis Tianjin's distinctive gastronomic experience draw influence from cultures near and far. The addition of the new River Lounge will further enhance The St. Regis Tianjin's position in Tianjin as an exceptional dining destination.

Set along the picturesque Hai River, the 'River Lounge' is a chic venue for any time of day – be it an afternoon of relaxation, after work drinks or a romantic date. With its relaxed alfresco setting and gorgeous views of the Hai River, The River Lounge will also be a remarkable venue for hosting special events such as wine and champagne tasting at the hotel.



DINING

TIANJIN

Chinese

China Station

A: 2F, Radisson Plaza Hotel Tianjin No. 66, Xinkai Lu, Hedong District
T: +86 22 2457 8888
中国站
河东区新开路66号天津天诚丽笙世嘉酒店2层

Fortune Restaurant

A: 2F, Crowne Plaza Tianjin Binhai No. 55, Zhongxin Da Dao Airport Industrial Park
T: +86 22 5867 8888 ext. 2355
富源中餐厅
空港物流加工区中心大道55号天津滨海圣光皇冠假日酒店2层



Qing Wang Fu

A: No. 55, Chongqing Road Heping District
T: +86 22 8713 5555
+86 22 5835 2555
E: info@qingwangfu.com
W: qingwangfu.com
庆王府
和平区重庆道55号

Riverside Chinese Restaurant

A: 3F, Holiday Inn Tianjin Riverside Phoenix Shopping Mall East Haihe Road, Hebei District
T: +86 22 2627 8888 ext. 2211
海河轩中餐厅
河北区海河东路凤凰商贸广场天津海河假日酒店3楼

Tao Li Chinese Restaurant

A: 6F, Hotel Nikko Tianjin No. 189, Nanjing Lu, Heping District
T: +86 22 8319 8888 ext. 3561
桃李中餐厅
和平区南京路189号天津日航酒店6层

Tian Tai Xuan

A: 1st and 2nd Floor, The Ritz-Carlton, Tianjin, No. 167 Dagubei Road, Heping District, Tianjin
T: +86 22 5809 5098
天泰轩中餐厅
和平区大沽北路167号天津丽思卡尔顿酒店一楼和二楼

Japanese

Benkay Japanese Dining

A: 5F, Hotel Nikko Tianjin, No. 189 Nanjing Lu, Heping District
T: +86 22 8319 8888 ext. 3558
和平区南京路189号天津日航酒店5层
弁慶日本料理餐厅

Café Vista

A: 1F, Wanda Vista Tianjin, 486 Bahao Road, Da Zhi Gu, Hedong District
T: +86 22 2462 6888
美食汇全日餐厅
河东区大直沽八号路486号天津万达文华酒店一层

Kasumi

A: 1F, Crowne Plaza Tianjin Binhai No. 55, Zhongxin Da Dao Airport Industrial Park
T: +86 22 5867 8888 ext. 2322
露日式料理
空港物流加工区中心大道55号天津滨海圣光皇冠假日酒店1层

Kushi Grill

A: 2F, Radisson Blu Plaza Hotel Tianjin No. 66, Xinkai Lu, Hedong District
T: +86 22 2457 8888
串烧
河东区新开路66号天津天诚丽笙世嘉酒店2层

Seasonal Tastes

A: 1F, 101 Nanjing Road, Heping District
T: +86 22 2389 0168
知味全日餐厅
和平区南京路101号一层

Seitara

A: Sheraton Hotel Tianjin Zi Jin Shan Lu, Hexi District
T: +86 22 2731 0909
清太郎日本料理
河西区紫金山路喜来登大酒店

SóU

A: 49F, Tangla Hotel Tianjin, No.219 Nanjing Road, Heping District
T: +86 22 2321 5888 ext.5106
思创
南京路219号天津唐拉雅秀酒店49楼

Thai

YY Beer House

(Behind International Building)
A: No. 3, Aomen Lu, Heping District
T: +86 22 2339 9634
粤园泰餐厅
和平区澳门路3号(国际大厦后侧)

Western

Café@66

A: 1F, Radisson Bul Plaza Hotel Tianjin No. 66, Xinkai Lu, Hedong District
T: +86 22 2457 8888
咖啡66
河东区新开路66号天津天诚丽笙世嘉酒店1层

Churchill Wine & Cigar Bar

A: 1F, Wanda Vista Tianjin, 486 Bahao Road, Da Zhi Gu, Hedong District
T: +86 22 2462 6888
丘吉尔红酒雪茄吧
河东区大直沽八号路486号天津万达文华酒店一层

Texas BBQ Saloon

A: Units 115 and 128, Central Avenue, Building C7, Magnetic Plaza, Nankai District
T: +86 22 8713 5555
+86 182 0258 9904 (English)
+86 182 0258 9924 (Chinese)
德克萨斯风味烧烤西餐厅酒吧
南开区奥城商业广场C7座115-128

Prego Italian Restaurant

A: 3F, 101 Nanjing Road, Heping District
T: +86 22 2389 0173
Prego意大利餐厅
和平区南京路101号三层

Qba – Latin Bar & Grill

A: 2F, 101 Nanjing Road, Heping District
T: +86 22 2389 0171
Q吧 - 拉丁酒吧&烧烤
和平区南京路101号二层



Bistro Thonet

A: No.55 Chongqing Road, Heping District
T: +86 22 8713 5555
E: info@qingwangfu.com
W: qingwangfu.com
庭悦咖啡
和平区重庆道55号庆王府院内



Brasserie Flo Tianjin

A: No.37, Guangfu Road Italian Style Town, Hebei District
T: +86 22 2662 6688
福楼
河北区意大利风情区光复道37号

1863 Bistro & Terrace

A: 1F Astor Wing, The Astor Hotel, A Luxury Collection Hotel, Tianjin No. 33, Tai'er Zhuang Lu Heping District
T: +86 22 2331 1688 ext. 8918
1863别致西餐厅&花园
利顺德翼, 和平区台儿庄路33号天津利顺德大饭店豪华精选酒店一层

Café Majestic

A: 1F Haihe Wing, The Astor Hotel, A Luxury Collection Hotel, Tianjin No. 33, Tai'er Zhuang Lu, Heping District
T: +86 22 2331 1688 ext. 8910
凯旋咖啡厅
海河翼, 和平区台儿庄路33号天津利顺德大饭店豪华精选酒店一层

Café Venice

A: 2F, Holiday Inn Tianjin Riverside Phoenix Shopping Mall East Haihe Road, Hebei District
T: +86 22 2627 8888 ext. 2271
威尼斯咖啡厅
河北区海河东路凤凰商贸广场天津海河假日酒店2楼

Glass House

Hyatt Regency Jing Jin City Resort & Spa
A: No. 8, Zhujiang Da Dao Zhouliang Zhuang, Baodi District
T: +86 22 5921 1234
水晶厨房
宝坻区周良庄珠江大道8号京津新城凯悦酒店

Pan Shan Grill & Wine

A: 2F, Main Building Sheraton Hotel Tianjin Zi Jin Shan Lu, Hexi District
T: +86 22 2731 3388 ext.1820
盘山葡萄酒扒房
紫金山路天津喜来登大酒店主楼2层

Promenade Restaurant

A: 1F, The St. Regis Tianjin No. 158, Zhang Zizhong Road Heping District
T: +86 22 5830 9959
河岸国际餐厅
和平区张自忠路158号天津瑞吉金融街酒店一层(津塔旁, 哈密道正对面)

Spectrum All-Day Dining

A: 7F, Hotel Nikko Tianjin No. 189, Nanjing Lu, Heping District
T: +86 22 8319 8888 ext. 3570
彩西餐厅
南京路189号天津日航酒店7层

Mighty Deli (South Park Store)

A: No. 85-87, Shuishang Gongyuan West RD, Nankai, Tianjin (opposite to Nancuiping Park) 南开区水上公园西路85-87号南翠屏公园对面
T: +86 22 8783 9683
(Somerset Store)
A: 5F, Somerset Youyi, Pingjiang Dao, Hexi District
天津市河西区平江道盛捷服务公寓5层
T: +86 22 2810 7747

Zest

A: 1st Floor, The Ritz-Carlton, Tianjin, No. 167 Dagubei Road, Heping District, Tianjin
T: +86 22 5809 5109
香溢 - 全日餐厅
和平区大沽北路167号天津丽思卡尔顿酒店一楼



Inasia Restaurant

(Olympic Stadium Store)
A: 4F, A-Hotel, Olympics Gym, Nankai District, Tianjin 天津市南开区水滴体育馆A-Hotel四楼
T: +86 22 2382 1666/2233 (Somerset Store)
A: 5F, Somerest Youyi, Pingjiang Dao, Hexi District 天津市河西区平江道盛捷服务公寓5层
T: +86 22 2810 7992

DINING

Bars

China Bleu

A: 50F, Tangla Hotel Tianjin, No. 219 Nanjing Lu, Heping District
T: +86 22 2321 5888
中国蓝酒吧
南京路219号天津唐拉雅秀酒店50层

O'Hara's

A: Astor Wing, The Astor Hotel, A Luxury Collection Hotel, Tianjin No. 33, Tai'er Zhuang Lu Heping District
T: +86 22 2331 1688 ext. 8919
海维林酒吧
利顺德翼, 和平区台儿庄路33号天津利顺德大饭店豪华精选酒店一层

The St. Regis Bar

A: 1F, The St. Regis Tianjin, No. 158 Zhang Zizhong Road, Heping District
T: +86 22 5830 9958
瑞吉酒吧
和平区张自忠路158号天津瑞吉金融街酒店一层(津塔旁, 哈密道正对面)

Purple Bar

A: 2F, Radisson Blu Plaza Hotel Tianjin 66 Xinkai Road, Hedong District
T: +86 22 2457 8888 - 3278
葡吧
河东区新开路66号天津天诚丽笙世嘉酒店2层

Flair

A: 1st Floor, The Ritz-Carlton, Tianjin, No. 167 Dagubei Road, Heping District, Tianjin
T: +86 22 5809 5099
Flair酒吧
中国天津市和平区大沽北路167号天津丽思卡尔顿酒店一楼

Education



University of Maryland Robert H. Smith School of Business China Leadership EMBA Program

A: 2505-A CITIC Building, 19 Jianguomenwai Street Beijing
T: +86 10 6500 3930
E: Beijing@rhsmith.umd.edu
W: rhsmith-umd.cn
马里兰大学史密斯商学院中国领导力EMBA项目
北京市朝阳区建国门外大街19号国际大厦2505-A



SmartKidz International Tianjin

A: 5F, Building C, He Zhong Building, You Yi Bei Lu, Hexi District
T: +86 186 2230 2923(English)
+86 186 22303272(English)
+86 186 2235 9571(Chinese)
+86 186 2230 3926(Chinese)
E: thai.enc_cn@yahoo.com
W: Smartkidz-tj.com
Fax: +86 22 8386 0969
天津童慧国际学校
河西区友谊北路合众大厦C座5层



HOPELAND INTERNATIONAL KINDERGARTEN

E: hik@hik.cn
荷兰国际幼稚园 (梅江园)
Hopeland international kindergarten Meijiang Campus
解放南路西侧环岛东路7号
A: No. 7 Huandao East Road, West side of Jiefang South Road, Tianjin
T: +86 22 5810 7777
荷兰国际幼稚园 (水上园)
Hopeland international kindergarten Shuishang Campus
卫津南路霞光道46号
A: No. 46, Xiaguang Street, Weijin South Road, Tianjin
T: +86 22 2392 3803
荷兰国际幼稚园 (海逸园)
Hopeland international kindergarten Haiyi Campus
梅江湾翠波路5号
A: No. 5 Cuibo Road, Meijiang Bay, Tianjin
T: +86 22 6046 2555

Jeff's House Kindergarten

Welcome to my house. We will play, learn and grow together. We are a family. We and our parents will all be the masters.
A: No. 77, Munan Dao, Heping District
T: +86 22 2331 0236/0636
W: jeffhouse.net
杰夫幼稚园
和平区睦南道77号(近河北路)

International Schools



International School of Tianjin

A: Weishan Lu, Jinnan District
T: +86 22 2859 2001
国际学校天津分校
津南区津南微山路

SERVICES



Tianjin International School

A: No.4-1, Sishui Dao, Hexi District
T: +86 22 8371 0900 ext. 311
天津国际学校
河西区泗水道4号增1



Wellington College International Tianjin

A: No. 1, Yide Dao, Hongqiao District
T: +86 22 8758 7199 ext. 8001
Mobile: +86 187 2248 7836
E: admissions@wellington-tianjin.cn
W: wellington-tianjin.cn
天津惠灵顿国际学校
红桥区义道1号

Event Planning



InterMediaChina is Tianjin's premiere event planning company. We will pinpoint the features that can make your event a success and ensure that your target audience is reached through superb advertising and promotion.
Also arrange the following:
• Budgeting
• Selecting and reserving the event site
• Transportation and parking
To set up an event with InterMediaChina, please send e-mail to gm@intermediachina.com

Catering Solutions



Flo Prestige
A: No.37, Guangfu Road Italian Style Town, Hebei District
T: +86 22 2662 6688
福楼外宴策划
河北区意大利风情区光复道37号

Hotels & Apartments

★★★★★ Hotels

Hyatt Regency Jing Jin City Resort & Spa

A: No. 8, Zhujiang Da Dao Zhouliang Zhuang, Baodi District
T: +86 22 5921 1234
京津新城凯悦酒店
宝坻区周良庄珠江大道8号



Renaissance Tianjin Lakeview Hotel

A: No. 16, Binshui Dao, Hexi District
T: +86 22 5822 3388
万丽天津宾馆
河西区滨水道16号



BANYAN TREE
— TIANJIN —
— RIVERSIDE —

Banyan Tree Tianjin Riverside

A: No. 34, Haihe Dong Lu, Hebei District
T: +86 22 5883 7848
www.banyantree.com
天津海悦榕庄
河北区海河东路34号



Hotel Indigo Tianjin Haihe

A: No.314 Jiefang South Road, Hexi District, 300202, Tianjin
T: +86 22 8832 8888
F: +86 22 8832 6868
天津海河英迪格酒店
中国天津市河西区解放南路314号



HYATT REGENCY TIANJIN EAST

A:126 Weiguo Road, Hedong District, Tianjin, 300161, People's Republic of China
T: + 86 22 2457 1234
F: +86 22 2434 5666
W: tianjin.regency.hyatt.com
天津帝旺凯悦酒店
天津市河东区卫国道126号



Hotel Nikko Tianjin

A: No. 189, Nanjing Lu, Heping District
T: +86 22 8319 8888
天津日航酒店
和平区南京路189号

SERVICES



The Ritz-Carlton, Tianjin
A: No. 167 Dagubei Road, Heping District, Tianjin
T: +86 22 5857 8888
 天津丽思卡尔顿酒店
 和平区大沽北路167号



Tangla Hotel Tianjin
A: No. 219, Nanjing Lu, Heping District
T: +86 22 2321 5888
 天津唐拉雅秀酒店
 和平区南京路219号



Crowne Plaza Tianjin Meijiangan Hotel
A: East to south Youyi Road (opposite to Tianjin Meijiang Conference & Exhibition Center), Xiqing District
T: +86 22 5857 6666
 天津梅江中心皇冠假日酒店
 西青区友谊南路东侧（天津梅江会展中心中心对面）



Yi Boutique Luxury Hotel Tianjin
A: No. 52-54, Min Zu Road, Hebei District
T: +86 22 2445 5511
 天津易精品奢华酒店
 河北区民族路52-54号



Sheraton Tianjin Hotel
A: Zi Jin Shan Lu, Hexi District
T: +86 22 2731 3388
 天津喜来登大酒店河西区紫金山路



Holiday Inn Tianjin Riverside
A: Phoenix Shopping Mall Haihe Dong Lu, Hebei District
T: +86 22 2627 8888
 天津海河假日酒店
 河北区海河东路凤凰商贸广场



The St. Regis Tianjin
A: No. 158, Zhangzizhong Road Heping District
T: +86 22 5830 9999
 天津瑞吉金融街酒店
 和平区张自忠路158号
 (津塔旁, 哈密道正对面)



The Astor Hotel, A Luxury Collection Hotel, Tianjin
A: No. 33, Tai'er Zhuang Lu, Heping District
T: +86 22 2331 1688
 天津利顺德大饭店豪华精选酒店
 和平区台儿庄路33号



The Westin Tianjin Meijiangan Hotel
A: 101 Nanjing Road, Heping District
T: +86 22 2389 0088
W: westin.com/tianjin
 天津君隆威斯汀酒店
 和平区南京路101号

Radisson Blu Plaza Hotel Tianjin
A: No. 66, Xinkai Lu, Hedong District
T: +86 22 2457 8888
 天津天诚丽笙世嘉酒店
 河东区新开路66号

Apartments Astor Apartment
A: No. 32, Tai'er Zhuang Lu Heping District
T: +86 22 2303 2888
 利顺德公寓
 和平区台儿庄路32号



Ariva Tianjin Binhai Serviced Apartment
A: No. 35 Zi Jin Shan Road, Hexi District
T: +86 22 5856 8000
F: +86 22 5856 8008
www.stayariva.com
 滨海·艾丽华服务公寓
 天津市河西区紫金山路35号

Sheraton Apartment
A: Zi Jin Shan Lu, Hexi District
T: +86 22 2731 3388
 喜来登公寓
 河西区紫金山路



Qing Wang Fu Club Suites & Serviced Residences
A: No.55 Chongqing Road, Heping District
T: +86 22 8713 5555
E: info@qingwangfu.com
W: qingwangfu.com
 庆王府公馆
 和平区重庆道55号

Wanda Vista Tianjin
A: 486 Bahao Road, Da Zhi Gu, Hedong District, Tianjin 300170
T: +86 22 2462 6888
F: +86 22 2462 7000
 天津万达文华酒店
 中国天津市河东区大直沽八号路486号



The Lakeview, Tianjin-Marriott Executive Apartments
A: No. 16, Binshui Dao, Hexi District
T: +86 22 5822 3322
 天津万豪行政公寓
 河西区滨水道16号



Somerset International Building Tianjin
A: No. 75, Nanjing Lu Heping District
T: +86 22 2330 6666
 天津盛捷国际大厦服务公寓
 和平区南京路75号

Somerset Olympic Tower Tianjin
A: No. 126, Chengdu Dao Heping District
T: +86 22 2335 5888
 天津盛捷奥林匹克大厦服务公寓
 和平区成都道126号

Somerset Youyi Tianjin
A: No. 35, Youyi Lu, Hexi District
T: +86 22 2810 7888
 天津盛捷友谊服务公寓
 河西区友谊路35号

Logistics

LOGISTICSTIANJIN can provide a full range of LOGISTICS SERVICES:
 • Import and Export shipments
 • Pick up/deliver shipments and documents
 • Inland container transportation
 • Customs clearance
 • Inspection and quarantine declaration
 • Warehousing in bonded zones
 For further details, send e-mail to service@logisticstianjin.com

Printing Services

TIANJINPRINT is a 24-HOURS professional printing service provider. Provides the highest level of service by employing the most advanced equipment, superior customer service, and excellent quality control systems, to ensure that customers receive the highest quality products and services. Print, including design, prepress, finishing, binding and inserting. For projects or inquiries, please send e-mail to info@tianjinprint.com

Promotional Products

PROMOTIANJIN is a traditional promotional products agency serving major corporations and non-profit agencies since 1998. Based in Tianjin, it has been actively serving accounts in financial services, health care, media, non-profit, advertising, cultural affairs and home and industrial furnishings fields. Main clients are organisations of all sizes throughout China and abroad. For further details, please send e-mail to gm@promotianjin.com

Real Estate



CBRE Tianjin
A: 42F, Units 12 & 13, Tianjin World Financial Centre Office Tower, No. 2 Dagubei Road, Heping District.
T: +86 22 5832 0188
W: cbre.com.cn
 世邦魏理仕天津分公司和平区大沽北路2号天津环球金融中心津塔写字楼42层12-13单元



Jones Lang LaSalle
A: Unit 3509, The Exchange Mall Tower 1, No.189 Nanjing Road, Heping District.
T: +86 22 8319 2233
W: joneslanglasalle.com.cn
 仲量联行天津分公司
 天津市和平区南京路189号津汇广场1座3509室

SERVICES

Serviced Office



The Executive Centre
 Asia-Pacific's Premium Serviced Office Provider
A: 41F, Tianjin World Financial Center 2 Dagubei Road, Heping District Tianjin
T: +86 22 2318 5111
W: executivecentre.com
 天津德事商务中心
 和平区大沽北路2号天津环球金融中心津塔写字楼41层



Regus Tianjin Centre
A: 8th Tianjin Centre, No.219 Nanjing Road, Heping District
T: +86 22 2317 0333
Regus Golden Valley Centre
A: 11th Floor, Block One, Golden Valley Centre, Heping District
T: +86 22 5890 5188
W: www.regus.cn
 雷格斯天津中心
 和平区南京路219号天津中心8层
 雷格斯金谷大厦中心
 和平区金之谷大厦一号楼11层

Associations

TICC (Tianjin International Community Centre) Association and meeting place for foreign passport holders and their families in Tianjin. Organises monthly coffee mornings, luncheons and social/fundraising events, supporting local charities.
E: ticc_09@hotmail.com
W: tianjin.weebly.com

Travel Agencies



Tianjin's travel agency specialising in tourism for foreigners
T: +86 159 2200 0555
E: info@thestarstravel.com

HEALTH

Hospitals



International SOS Tianjin and TEDA Clinics (Tianjin address and number here)
A: 102-C2 MSD, 2nd Avenue, TEDA Binhai Area, Tianjin 300457
T: +86 22 6537 7616
 天津经济技术开发区第二大街泰达现代服务C2座102室



Tianjin United Family Hospital
A: No.22, Tianxiao Yuan Tanjiang Dao, Hexi District
T: +86 22 5856 8500 (Reception)
 24 Hour Emergency:
T: +86 22 5856 8555
W: ufh.com.cn
 天津和睦家医院
 河西区潭江道天潇园22号

Arrail Dental Tianjin International Building Clinic
 和平区南京路75号天津国际大厦302室
A: Rm 302, Tianjin International Building, No. 75 Nanjing Rd, Heping District, Tianjin PRC
T: +86 22 2331 6219/10/67
 24Hr Emergency Line:
 150 0221 9613
W: arrail-dental.com

Gyms

Astor Fitness & Health Club
A: 3F, Haihe Wing, The Astor Hotel, A Luxury Collection Hotel, No. 33, Tai'er Zhuang Lu Heping District
T: +86 22 2331 1688 ext. 8876
 利顺德健身俱乐部
 海河翼, 和平区台儿庄路33号天津利顺德大饭店豪华精选酒店三层

Powerhouse Gym
A: Binjiang Shopping Center, Kaifeng Dao, Xiao Bai Lou (1902 Street) Hexi District
T: +86 22 2302 2008
 宝力豪健身俱乐部
 河西区小白楼滨江购物中心

Job Opening

ANALYST

Overview

This is an entry level role in the Research department of Jones Lang LaSalle, based in Tianjin. Day to day activities include gathering information, writing, and reporting on major trends in the property market in Tianjin and neighboring cities. The role will include a considerable contribution to the quality and accuracy of research produced by the firm, production of thought leadership publications, consulting projects, and development of a constantly-evolving "house view" on the property market.

Duties and responsibility

- Use a combination of primary and secondary data sources to compile information on sales volume, rents, prices, and new construction.
- Understand major economic drivers of property demand in China.
- Develop an understanding of the retail and office sectors in North China cities.
- Closely monitor the complex regulatory environment surrounding residential sales and residential development.
- Form an opinion on the state of the market and the outlook for future trends.
- Write specialized market reports for clients and subscribers, and give presentations and client briefings on the property market in both English and Chinese.
- Proof-read reports and improve the quality of the English
- Support Head of Research Tianjin, and institutional investor clients with data requests.

Skills Required

- Native English speaker. Intermediate Mandarin speaking level.
- Strong quantitative/analytical skills
- Strong information (data) management skills and relevant experience
- Critical thinking skills and a demonstrated ability to apply logic
- Self-motivated, able to work independently and travel independently when required (role is 20% travel).
- A sense of adventure and enthusiasm for fieldwork. Good field interview skills and cold call skills a major plus.
- Able to work under tight deadlines in a fast paced work environment
- Superior competence in MS Excel, Word and PowerPoint

Qualifications

- Must have two years working experience in a related field
- Degree in a business or technical field with analytical training (e.g. Economics, Accounting, Engineering).
- International exposure through education and or past employment is preferred.
- Some experience with property investment in China and/or property-related consulting is a plus.

Contact Grace Liu at grace.liu@ap.jll.com for more details



DINING

TEDA & TANGGU

Brazilian

Salsa Churrasco

A: 11F, Holiday Inn Binhai Tianjin
No. 86, 1st Avenue, TEDA
T: +86 22 6628 3388 ext. 2740
巴西烧烤餐厅
开发区第一大街86号天津滨海假日酒店11层

Chinese

Wan Li Chinese Restaurant

A: 2F, Renaissance Tianjin TEDA Hotel & Convention Centre
No. 29, 2nd Avenue, TEDA
T: +86 22 6621 8888 ext. 6750
万丽轩中餐厅
开发区第二大街29号天津万丽泰达酒店及会议中心2层

Yue Chinese Restaurant

A: 2F, Sheraton Tianjin Binhai Hotel
No. 50, 2nd Avenue, TEDA
T: +86 22 6528 8888 ext. 6220/6222
采悦轩中餐厅
开发区第二大街50号天津滨海喜来登酒店2层

Japanese

Sake n Sushi Bar

A: 11F, Holiday Inn Binhai Tianjin
No. 86, 1st Avenue, TEDA
T: +86 22 6628 3388 ext. 2730
寿司吧
开发区第一大街86号天津滨海假日酒店11层

Italian



Bene Italian Kitchen

A: 2F, Sheraton Tianjin Binhai Hotel
No. 50, 2nd Avenue, TEDA
T: +86 22 6528 8888 ext. 6230/6232
班妮意大利餐厅
开发区第二大街50号天津滨海喜来登酒店2层

Western

Brasserie Restaurant

A: Renaissance Tianjin TEDA Hotel & Convention Centre
No. 29, 2nd Avenue, TEDA
T: +86 22 6621 8888 ext. 3711
万丽西餐厅
开发区第二大街29号天津万丽泰达酒店及会议中心



Feast All Day Dining Restaurant

A: 1F, Sheraton Tianjin Binhai Hotel
No. 50, 2nd Avenue, TEDA
T: +86 22 6528 8888 ext. 6210
盛宴全日西餐厅
开发区第二大街50号天津滨海喜来登酒店1层

BARS



Happy Soho Live Music & Dance BAR

(Opposite of Central Hotel)
A: No. 16, Fortune Plaza, Third Avenue, TEDA
T: +86 22 2532 2078
欢乐苏荷酒吧
开发区第三大街财富星座16号(中心酒店对面)

Education



Tianjin TEDA Maple Leaf International School

A: No. 71, 3rd Avenue, TEDA
T: +86 22 6200 1920
天津泰达枫叶国际学校
开发区第三大街71号



TEDA International School

A: No. 72, 3rd Avenue, TEDA
T: +86 22 6622 6158
泰达国际学校
开发区第三大街72号

SERVICES

Hotels

Holiday Inn Binhai Tianjin
A: No. 86, 1st Avenue, TEDA
T: +86 22 6628 3388
天津滨海假日酒店
开发区第一大街86号



Renaissance Tianjin TEDA Convention Centre Hotel

A: No. 29, 2nd Avenue, TEDA
T: +86 22 6621 8888
天津万丽泰达酒店及会议中心
开发区第二大街29号



Sheraton Tianjin Binhai Hotel

A: No. 50, 2nd Avenue, TEDA
T: +86 22 6528 8888
F: +86 22 6528 8899
W: sheraton.com/tianjinbinhai
天津滨海喜来登酒店
开发区第二大街50号



Crowne Plaza Tianjin Binhai

A: No.55 Zhongxin Avenue Airport Economic Area, Tianjin
T: +86 22 5867 8888
天津滨海圣光皇冠假日酒店
天津市空港经济区中心大道55号



HILTON TIANJIN ECO-CITY

A: No. 82 Dong Man Zhong Lu, Sino-Singapore Eco-City, Tianjin, P.R. China 300467
T: +86 22 5999 8888
F: +86 22 5999 8889
E: tianjinecocity.info@hilton.com
W: tianjinecocity.hilton.com
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T: +86 22 6621 8888
天津泰达万豪行政公寓
天津经济技术开发区第二大街29号

Spas

Touch Spa

A: 2F, Renaissance Tianjin TEDA Hotel & Convention Centre
No. 29, 2nd Avenue, TEDA
T: +86 22 6570 9504
开发区第二大街29号天津万丽泰达酒店及会议中心

Yue Spa

A: 15F, Holiday Inn Binhai Tianjin
No. 86, 1st Avenue, TEDA
T: +86 22 6628 3388
开发区第一大街86号天津滨海假日酒店15层

Hospitals



Tianjin TEDA International SOS Clinic

A: 102-C2 MSD, No.79 1st Avenue, TEDA, Tianjin
T: +86 22 6537 7616
国际SOS天津泰达诊所
天津经济技术开发区第一大街79号泰达MSD-C区2座102室

Gyms

Eco-City International Country Club

A: No. 5681, Zhongxin Road, South Ying-Cheng Island, Tianjin
T: +86 22 6720 1818
生态城国际乡村俱乐部
天津生态城中新大道5681号(营城湖南岛)

Holiday Inn Binhai Hotel Fitness Centre

A: 15F, Holiday Inn Binhai Tianjin
No. 86, 1st Avenue, TEDA
T: +86 22 6628 3388 ext. 2960
天津滨海假日酒店健身中心
开发区第一大街86号天津滨海假日酒店15层

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Tianjin - Beijing Airport Terminals 2/3

04:00-18:00, runs every hour. Tian Huan Distance Bus Passenger Station
The junction of Hongqi Lu and Anshan Xi Dao. Tel: +86 2305 0530

Beijing Airport Terminals 2/3 - Tianjin

07:00, 08:00, 09:00, 10:00 then every 30 minutes until 23:00.
Exit on the 1st floor at Gate 15 / Terminal 2 and Gate 1 / Terminal 3.
Tel: +86 10 6455 8718

TEDA-BEIJING AIRPORT Shuttle Bus ¥90 one way

TEDA - Beijing Airport Terminals 2/3

06:45, 08:45, 14:45, 17:15. 1st Avenue, TEDA.
Tel: +86 22 6620 5188

Beijing Airport Terminals 2/3 - TEDA

10:30, 13:00, 18:30, 20:30. Exit on the 1st floor at Gate 15 / Terminal 2 and Gate 1 / Terminal 3. Tel: +86 10 6455 8718

BULLET (C) TRAIN

TJ ~ BJS (¥55 - ¥66)

Train	Tianjin	Beijing
C2002	06:25	06:55
C2094	22:45	23:15

BJS ~ TJ (¥55 - ¥66)

Train	Beijing	Tianjin
C2001	06:35	07:05
C2093	23:00	23:30

TG ~ BJS (¥66 - ¥80)

Train	Tanggu	Beijing
C2274	12:40	13:10
C2280	20:25	20:55

BJS ~ TG (¥66 - ¥80)

Train	Beijing	Tanggu
C2273	10:45	11:15
C2279	18:50	19:20

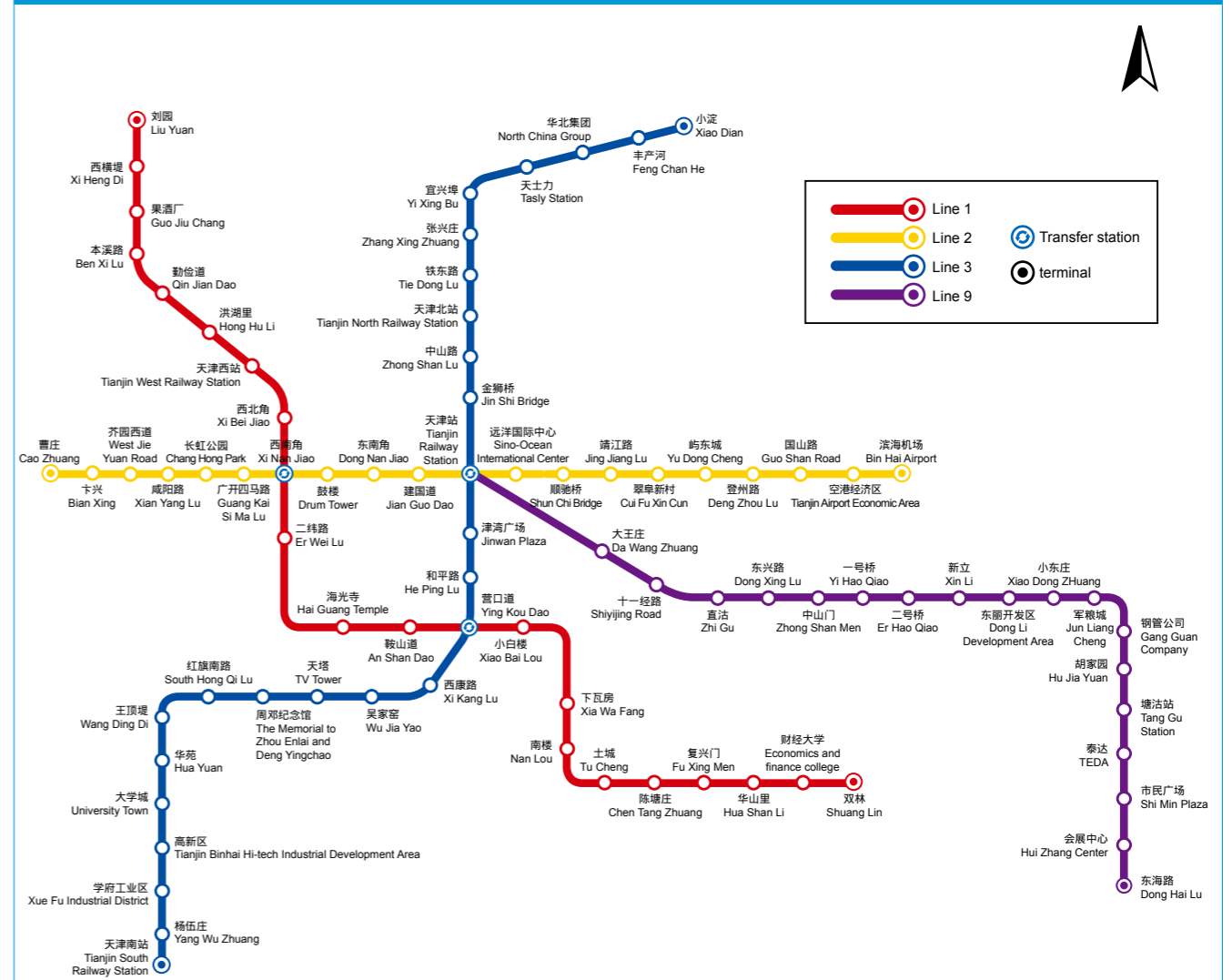
Wuqing ~ BJS (¥39 - ¥46)

Train	Wuqing	Beijing
C2202	06:53	07:18
C2232	20:43	21:08

BJS ~ Wuqing (¥39 - ¥46)

Train	Beijing	Wuqing
C2201	06:45	07:07
C2231	21:15	21:37

TIANJIN SUBWAY



By Priscilla Nolet

Movie

Fast & Furious 7, produced by James Wan Action movie

The seventh film of the Fast & Furious saga has finally been released! If you are a fan of the series and willing to enjoy a lot of high-speed action you will definitely love experiencing it in 3D or IMAX at theaters in Tianjin!

Shooting for the film was famously interrupted in November 2013 following the tragic death of actor Paul Walker. The scriptwriters had to come up with a new storyline and Paul Walker's brothers were called in to double for the actor.

The plot begins with Dominic Toretto and his crew believing they have left the criminal world behind them. After defeating an international terrorist named Owen Shaw, they all went their separate ways. But now, Shaw's brother, Deckard is out for revenge. A Somali terrorist called Jakande and a government official called "Mr. Nobody" both compete to steal a computer program called God's Eye, which can turn any technological device into a weapon. Toretto has to gather his team to stop Shaw and get back the God's Eye program before it's too late!



Quote of the Month

Your reputation is more important than your paycheck, and your integrity is worth more than your career.

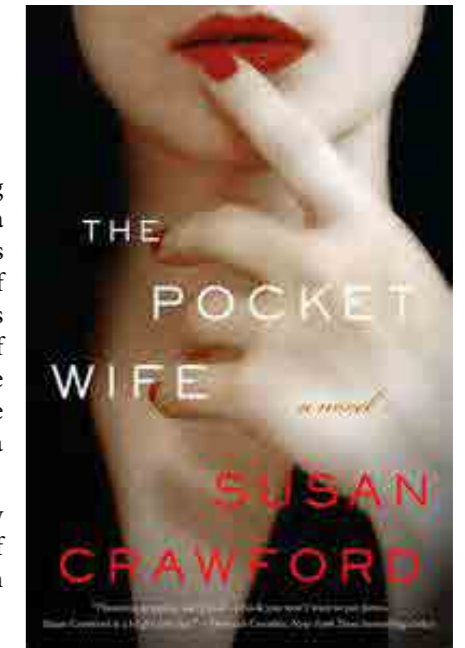
- Ryan Freitas

Book

The Pocket Wife, by Susan Crawford Genre: Fiction, Psychological Thriller Publication Date: 17 March 2015

The Pocket Wife is a stylish psychological thriller in which a woman suffering from bipolar disorder cannot remember if she murdered her friend. Dana Catrell is shocked when her neighbor Celia is brutally murdered. As far as she knows, she was the last person to see Celia alive. Suffering from a form of mental illness called mania, which is the result of her bipolar disorder, she has troubling holes in her memory, including what happened on the afternoon of Celia's death. Her husband's weird behavior and the investigation of Detective Jack Moss create further complications as she looks for answers. The closer she comes to putting together the shards of her broken memory, the more Dana falls apart.

Is there a murderer lurking inside her or is there one out there in the shadow of reality? Is Dana a victim of her own pathology or is she guilty? A story of marriage, murder and madness, The Pocket Wife explores the world through the eyes of a woman in a terrible and tense situation.



Music

Rebel Heart, by Madonna Released on 6 March 2015 Pop Music

Rebel Heart is the thirteenth studio album by the Queen of pop, Madonna. It was released on March 6th, 2015 by Interscope Records. The American singer worked on the album throughout last year, writing and producing it with various artists, including Avicii and Kanye West. Thematically, Rebel Heart focuses on two particular concepts and represents the two different faces of the singer- listening to her heart while being a rebel to create music. The new album is a pop record combined with a variety of other styles of music such as 90's house and reggae, as well as a mixture of acoustic guitars and gospel choir. Some of the songs are autobiographical which give a controversial but sense of nostalgia to the album. Based on her own experiences, Madonna's approach of mixing both her rebellious and romantic sides has enabled her to gain more recognition by music critics.

Further promotion for the album will come from the Rebel Heart Tour, which is set to kick off on August 29th.



Gao Kao Madness

By Andrew Smith



The Chinese education system is notoriously tough on students. For better or worse, it is one of the world's most intense systems, requiring a tremendous amount of time, effort and diligence in order to prepare pupils for adulthood. As with other systems in the Far East rigorous testing is one the major components. In order to be successful in their academic career Chinese schoolchildren need to excel at taking exams. The most important one of all is the prolifically difficult Gao Kao ('the big test') which high school

students are required to take as a prerequisite to getting into university. This extremely taxing series of tests stretches over two or three days. During that time students are tested on everything from the three compulsory subjects – Chinese, mathematics and English – to history, politics and the natural sciences.

Given the importance of the Gao Kao it is hardly surprising that students endure a great deal of social, psychology and physical pressure. Many parents across the country invest thousands upon thousands of yuan on private

tutoring and extra educational activities to increase the likelihood of their child acing the test and ultimately getting into a prestigious academic institution. Doctors in Tianjin have also noted a sudden surge in demand for birth control pills as panicking parents rush to get their daughters menstruation under control especially for this life-changing event. The Gao Kao's critics have suggested that the relatively high prevalence of psychological problems amongst the teenage population are related to the exam and the frequency of crucial tests at every level.

As one would expect there is always a strong incentive for students to try cheating their way through it. In fact it is common knowledge that good old fashioned plagiarism and even bribery of examiners are rife during Gao Kao season. The authorities are taking these issues increasingly seriously. There have been reports in recent years of schools using metal detectors and various other devices in order to sift out high tech cheaters who attempt to smuggle some electronic assistance into the exam hall. On top of that schools have also been known to pay big money for invigilators to be drafted in from other parts of the country to oversee the testing with an uncorrupted and impartial mindset. Although these measures sound extreme to westerners there are good reasons behind it. At a high school in Zhongxiang, Hubei in 2013 a riot broke out after an

external invigilator refused to take bribes. According to a report by the Shanghaiist, "The invigilator, surnamed Li, was in examination room number 10 when he confiscated a student's iPhone. After the exam, in his office, an

Chinese authorities have exposed some of the 007-style gadgets that students have been caught using to try and cheat their way through tough university entrance exams.

examinations officer placed two stacks of cash in front of him in a blatant attempt to "resolve the

matter privately". The money was marked with "10-6" - the seat number of the student in question. Li refused to take the money, and boy did he pay for it". As parents got word that Mr. Li had decided to stand by his moral compass, the angry mob decided to confront him. The report says that "at 5pm that day, after the last exam was over, Li was encircled by a mob of over 100 angry parents and students who refused to let him leave the school. The air was thick with tension and emotions were running high, students were screaming at the invigilator, accusing him of being too strict and taking away their phones. Some even alleged that he had groped female students during the security check, all of which fuelled the anger of parents who proceeded to attack Li. After over an hour, police came to escort the invigilator and his colleagues to their homes".





Since this incident, the government has taken a tougher stance on the issue of corruption within the education system. In response, parents and students have had to create new innovative ways of getting around the system. Last year the Daily Mail reported that Chinese authorities have exposed some of the 007-style gadgets that students have been caught using to try and cheat their way through tough university entrance exams. Security staff in Jinlin, Jiangsu and Guangdong provinces have revealed students using sophisticated radio vests in order to receive help from someone outside the hall. Pupils take pictures of the tests using a button-hole camera hidden in a pen or watch, then use a copper antenna loop stitched into their clothing to beam it out of the hall to someone sitting with a receiver". Another common, albeit less sophisticated

method involves students using invisible ink to write answers all over their arms then shining a small ultra violet light over them during the test. This may all sound like complete madness but it highlights the fact that students and parents will go to extreme lengths to ensure that they succeed academically.

The obvious question that comes to mind is has the Chinese education system gone too far in enforcing such intense testing procedures? Some people, including teachers and government officials, have been calling for reform. They argue that more effort needs to be made in order to foster creativity and a more relaxed approach to educating young people. There are however still plenty of conservatively-minded Chinese people, particularly within the older generation, who believe that the tried and tested system of

sorting the proverbial 'men from the boys' is still the best way to go in the 21st century. After all, they argue, it has helped to produce some of the finest mathematicians, engineers, computer programmers and physicists in the world. To them, if it isn't broken then it doesn't need fixing. They are of course just as entitled to their view as anyone else, but one does have to wonder how many more teenagers have to endure severe depression during an already difficult part of their lives and how many more invigilators have to be beaten by a mob of infuriated parents before someone says enough is enough. **B**

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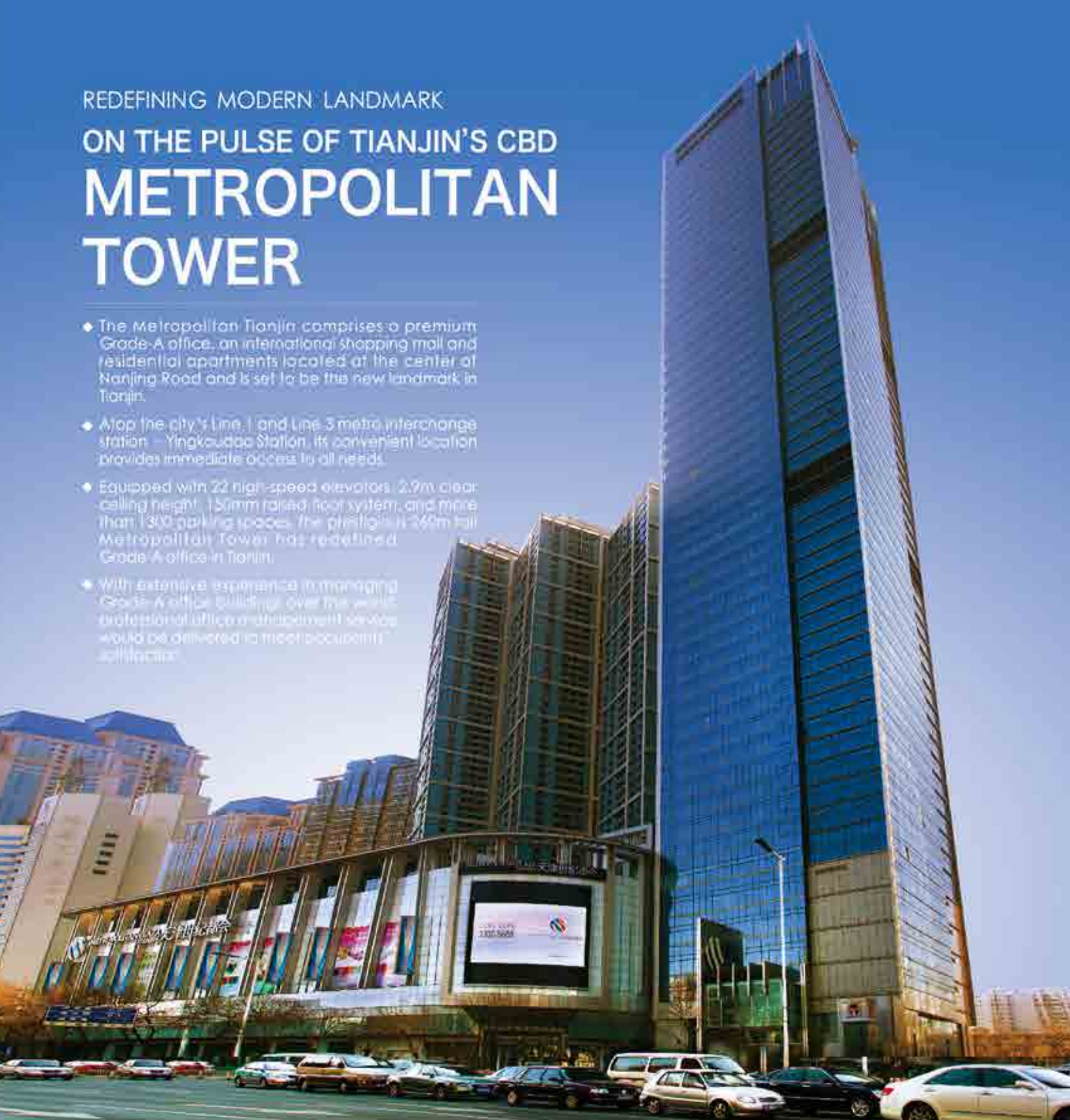
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