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A remarkable team effort!

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## TABLE OF ABBREVIATIONS

ACFTU .....	All China Federation of Trade Unions
Approval Authorities .....	PRC approval authorities
CCP .....	Chinese Communist Party
China International .....	China International Enterprise Co-operative Corporation
China Star .....	China Star Corporation for International Economic and Technical Corporation
CIIC .....	China International Intellectual Corporation
CJV .....	cooperative joint venture
CSRC .....	China Securities Regulatory Commission
ECL .....	Employment Contract Law
EIT .....	enterprise income tax
EJV .....	equity joint venture
ERC .....	Employee Representative Council
ESOPs .....	employee stock option plans
ESPPs .....	employee stock purchase plans
Executive Committee .....	ACFTU Executive Committee
FESCO .....	Foreign Enterprise Service Corporation
FIEs .....	foreign-investment enterprises
HMT .....	Hong Kong, Macau or Taiwan
HR .....	human resource
IIT .....	Individual Income Tax
ILO .....	International Labor Organization
IP .....	intellectual property
JVs .....	Sino-foreign joint ventures
Labor Service Contract .....	service contract with a Service Company
Local SAFEs .....	SAFE or its local counterparts
M&A .....	merger and acquisition
MOFCOM .....	The Ministry of Commerce
MOFCOM Certificate .....	qualification certificate for foreign labor cooperation
MOLSS .....	Ministry of Labor and Social Security
MOLSS Certificate .....	license for overseas employment intermediary services
MOP .....	Ministry of Personnel
MOU .....	Memorandum of Understanding
MTTC .....	mutual termination and transfer contract
MTC .....	mutual termination contract
National Congress .....	National Congress of Trade Unions
NPC .....	National People’s Congress
Offshore Account .....	offshore special foreign exchange account with a custodian bank
Onshore Account .....	onshore special foreign exchange bank account with a bank in China
PE .....	permanent establishment
Registration Authorities .....	Administrative Bureau for Industry and Commerce