



## About AmCham Denmark

The American Chamber of Commerce in Denmark (AmCham Denmark) is a non-profit, non-governmental business association representing companies actively investing in Denmark and the United States. Established in 1999, AmCham Denmark is part of the global AmCham network present in more than 100 countries and headquartered in Washington D.C. As the voice for international business in Denmark, AmCham is committed to building a competitive business climate in Denmark in order to increase investments and stimulate job growth.

## Basic facts

AmCham Denmark has approx. 275 member companies divided into three groups of similar size; Patrons, Corporate and Associates. Of these 55% are headquartered in the United States and 35 % in Denmark. These companies represent a significant number of jobs in Denmark and a very large number globally.

AmCham Denmark's chief governing and policy body consists of a Board of Directors responsible for the overall strategies and policy decisions. At present the Board consists of:

Kim Østrup (Chair)*	Vice President	IBM Danmark
Torsten Moe (Vice Chair)*	Partner	PwC
Allan Agerholm (Treasurer)*	Managing Director	Crowne Plaza Copenhagen Towers
Nicola Gordon	Managing Director, SOGU	Shell Danmark
Matthew C. Koenings	Nutrition & Health Supply Chain Leader	DuPont Nutrition Biosciences
Charlotte Mark	Managing Director	Microsoft Development Center Copenhagen
Finn L. Meyer*	Partner	KPMG
Dorthe Mikkelsen*	Senior Vice President Mid-Europe 2	MSD
Thomas Nagy*	Executive Vice President	Novozymes
Martin Rahbek	CEO	Konica Minolta Denmark
Stephen Shillington*	Managing Director	McDonald's Danmark
Lene Skole	Executive Vice President, CFO	Coloplast
David H. Solomon	CEO	Zealand Pharma
John Walsh III	President & COO Nordic Region	CSC Denmark
Anders Würtzen	VP Group Relations	A.P. Møller - Maersk
Management: Stephen Brugger*	Executive Director	AmCham Denmark

\* = Executive Committee

## AmCham's Policy Goals - A More Productive and Competitive Denmark

AmCham Denmark represents a wide range of companies actively investing in Denmark and the United States. AmCham Denmark's policy and advocacy is driven by the concerns and needs of AmCham member companies. Through annual surveys, executive meetings and committee work, AmCham develops policy positions on issues impacting its member companies. AmCham's policy work is divided into three coordinated areas:

1. Identifying barriers facing international companies
2. Communicating issues to key decision makers
3. Working together with stakeholders to facilitate solutions

## **AmCham's Policy Agenda:**

At the core of AmCham Denmark's policy agenda is international competitiveness and increased productivity, focusing on the important role played by multinational companies' investments in Denmark. Key issues which must be addressed by the Danish Government include:

- Commit to making foreign investments a long-term governmental priority.
- Create a national talent strategy focused equally on developing domestic talent and attracting / retaining international talent.
- Ensure stability and predictability in corporate tax legislation.

## **AmCham Denmark Committees**

AmCham committees drive policy and advocacy, developing positions that AmCham as an organization can then take further to key decision makers.

At present three committees are working on political issues. In addition to the HR Committee it is the Finance Committee and the Healthcare Committee

### Finance Committee

AmCham's Finance Committee is the voice of multinational companies in Denmark on issues relating to taxation and financial regulation and is actively engaged in cooperation with political and public organizations and industries.

The Committee works to promote a stable and predictable financial environment that enforces the competitiveness of Denmark. Furthermore, the Committee works to highlight the importance of foreign and Danish owned multinational enterprises to the Danish economy in relation to growth, investments and employment.

### Healthcare Committee

AmCham's Healthcare Committee is a managing director forum for research-based international pharmaceutical and biotech companies, IT companies specializing in healthcare solutions and medical device & instruments companies in Denmark.

The aim of the Committee is to:

- Establish an understanding of how access to innovative healthcare solutions help contribute to the improvement of peoples health in Denmark
- Proactively seek influence in the Danish healthcare system
- Bring access to innovative and novel products in alignment with international best practice
- Ensure that decisions made in the future political environment will not endanger the availability of innovative healthcare solutions vital to patients and society.

## HR Committee

The HR Committee works to promote a Human Resources environment in Denmark that attracts and retains domestic and international companies and the workforce necessary to insure their future global competitiveness.

The HR Committee consists of the following people:

Teddy Hebo Larsen	Senior V.P., Human Resources	H. Lundbeck
Marianne Granhøj	Partner	Kromann Reumert
Charlotte Mark	Managing Director	Microsoft Development Center Copenhagen
Lars Christian Lassen	Senior V.P., Corporate People & Organization	Novo Nordisk
Jakob Lyngsø Andersen	Vice President, Global Human Resources	FLSmith
Søren Pahl	Senior Vice President, HR	Topdanmark Forsikring
Michael Almer	Head of People & Organization	Novozymes
Anne Bornfeld	HR Manager	IBM Danmark
Pia Konnerup	Partner	KPMG
Byron Clayton	Global Head of Commercial HR	Maersk Line
Annette Bjørke	Human Resource Manager	Hess Denmark

## **Why does Denmark Need a National Talent Strategy?**

Denmark continues to be challenged to produce sufficient quantities of the highly qualified labor to meet growing demand. Furthermore, this trend is expected to continue as the aging workforce retires and the number of advanced degree graduates remains stagnant. Figures from the Confederation of Danish Industries (DI) show that Denmark lost orders equivalent to 32 billion DKK in the period 2005-2007, mainly due to the shortage of highly qualified labor in the workforce.

AmCham Denmark believes that in the short term, highly qualified foreign workers are the answer. But in order for Denmark to be successful in attracting and retaining highly qualified foreign workers, it is essential that they are met with a system and structure that make it attractive to work and live in the country. Specifically, the highly qualified workers that companies are employing and recruiting need to see economic and social gains of residing and working in Denmark and at the same time, barriers and bureaucracy in connection to moving to Denmark need to be minimized.

In the long term, however, Denmark must not underestimate the importance of developing a long term talent strategy that includes increasing the size and quality of a "home grown" supply of talent as well as being a highly attractive destination for foreign labor. AmCham encourages political cooperation in developing a comprehensive strategy that will place Denmark firmly in a leading position to grow, attract and retain highly qualified talent in the years to come.