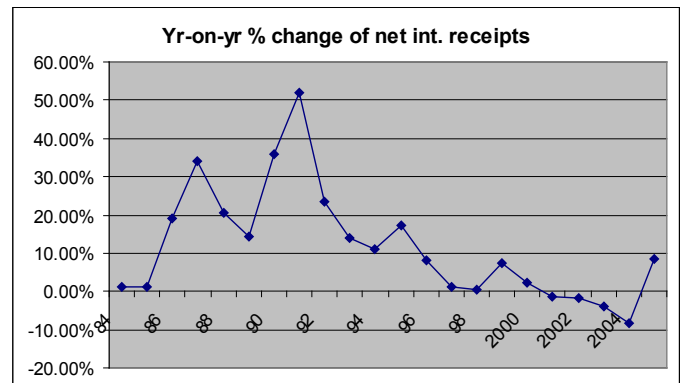
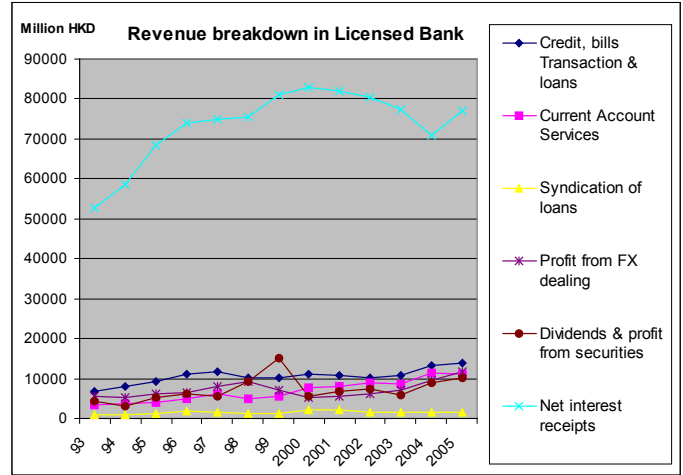


Business Opportunity Study in Hong Kong, PRC

Summary

Leading Industry

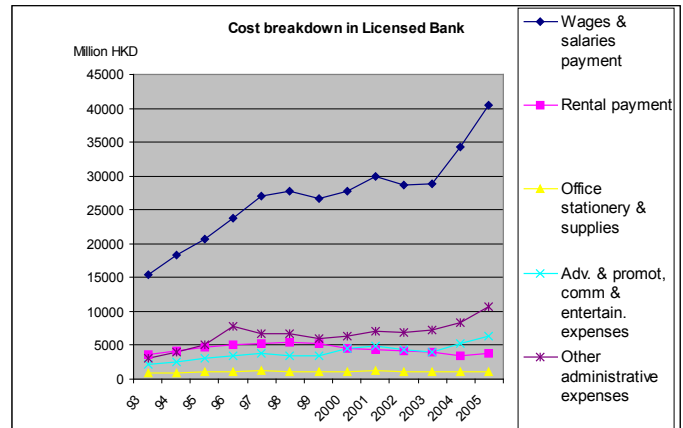
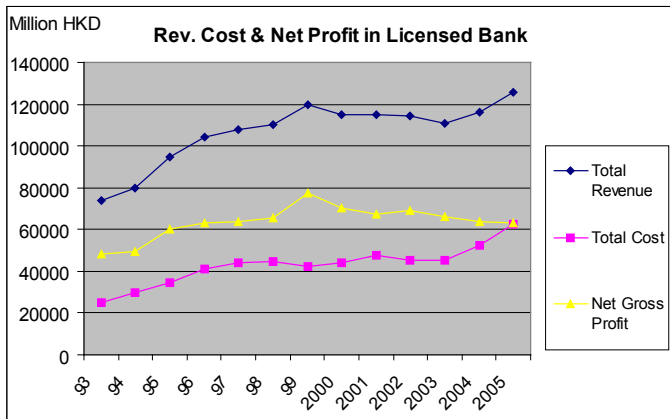
Industry	1995 GDP in million HKD	2005 GDP in million HKD	Growth Rate	Average Growth Rate per year
Banking & Finance	104,187	170,689	63.80%	5.80%
Im & Export Trade	182,271	302,833	66.10%	6.01%
Wholesale & Retail	42,019	47,383	12.80%	1.16%
Hotel & Restaurant	38,366	36,509	-4.84%	-0.44%
Real Estate	92,358	60,583	-34.40%	-3.13%
Business Services	43,644	63,394	45.25%	4.11%
Transportation	73,724	111,036	50.61%	4.60%
Communication	26,053	24,083	-7.56%	-0.69%
Total	602,622	816,510	35.49%	3.23%



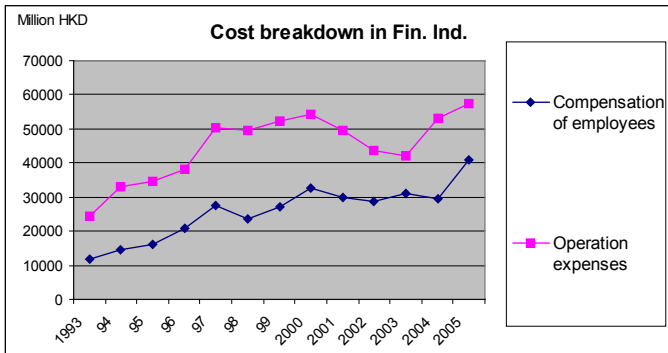
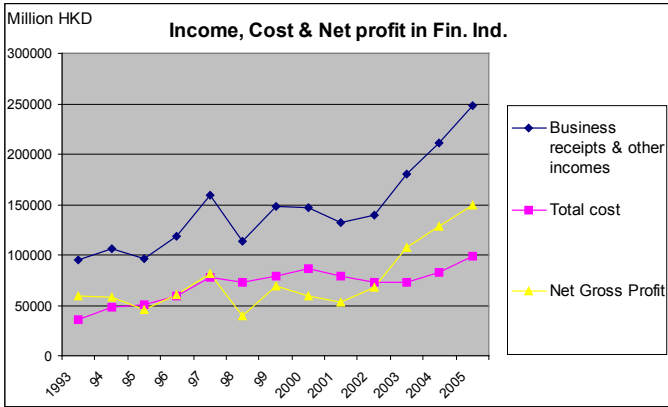
Industrial Strength

(1) Profit

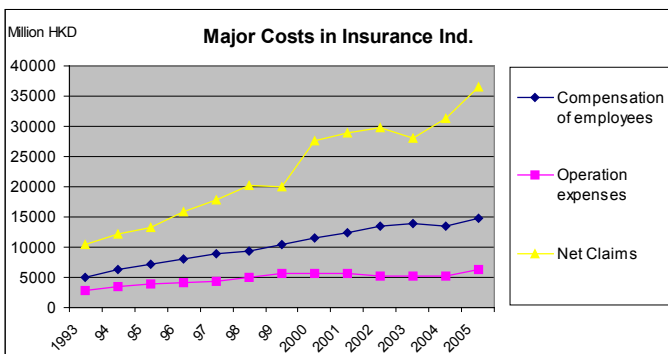
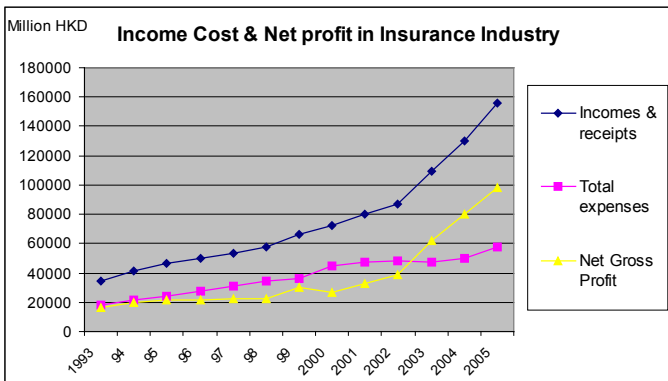
Banking and Finance



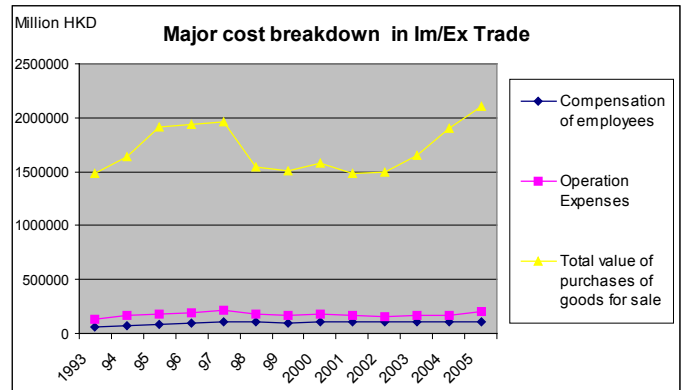
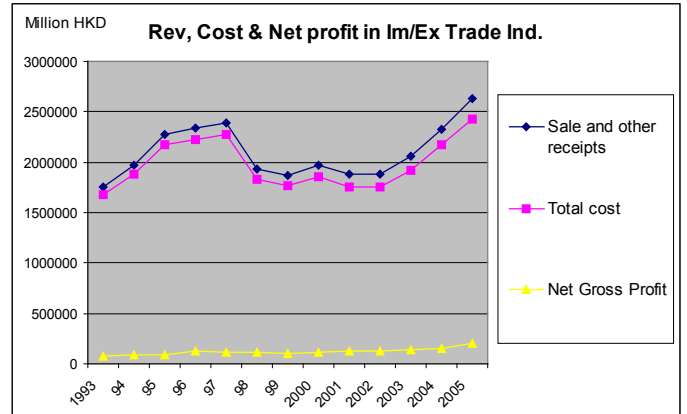
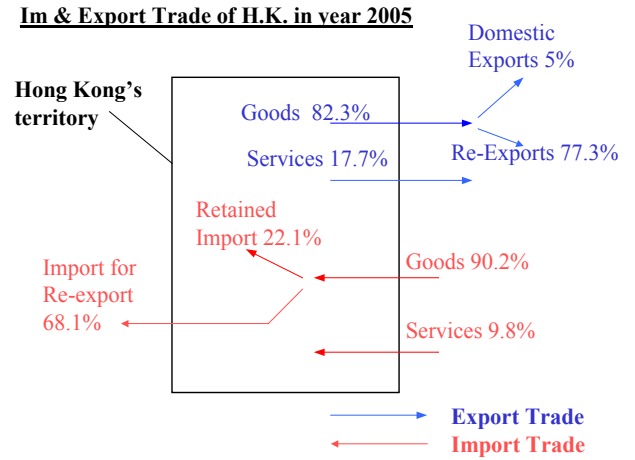
Finance Sector



Insurance Sector



Import and Export Trade



(2) Place

	China	USA	Euro areas	Japan
Total Export	49%	14%	13%	5%
Total Import	42.60%	5.50%	5.70%	11.20%

(3) Product

	Transportation	Travel	Trade-related	Fin. Biz & others
Export Serv.	29.60%	16.60%	31.30%	22.50%
Import Serv.	30.80%	37.80%	6.10%	25.30%

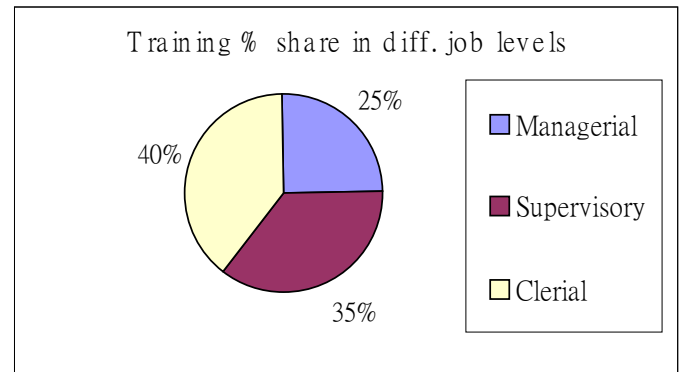
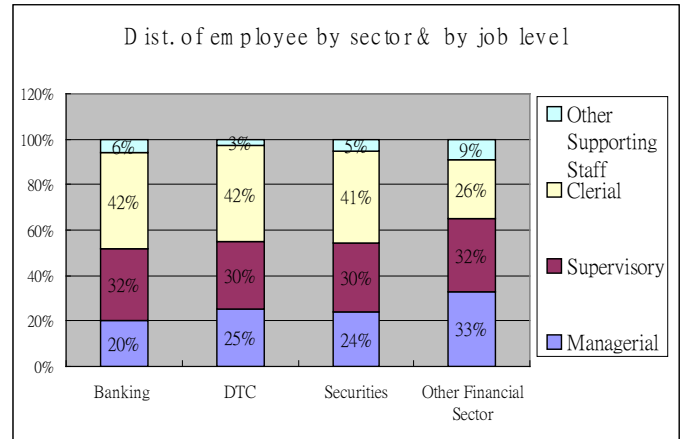
(4) Profile

Industry	Wholesale	Retail	Im/Export	Rest.	Hotel	Banking	Finan	Insur.
Average Payment	10.2K	7.9K	18.8K	8.6K	15.9K	39.7K	54.5K	25.9K

HR Consulting Services Strategy

Im & Export Trade	Banking & Fin.	Business Service	Hotel & Rest.
21.80%	6.60%	9.10%	9.30%

Training and Development



Original Content

Introduction

This report is a study in the major industries in Hong Kong. It follows the route after getting a brief review of the macro economic in Hong Kong. Major industry in a place has a significance meaning in that area and a study of it will generate a profound meaning.

A major industry implies a dominating economic influence in that place. It also shows the present and future development direction where the place will go after. Hence, business opportunity like consulting and human resources services may be located and hopefully be captured right afterwards.

Methodology

Several major areas that are important enough to warrant being laid down at the start. The areas are : Leading Industry in Hong Kong, Strength, Industrial prospect, Major players in the industry and their required HR consulting services. Within each area, variables and quantifiers are employed to describe the characteristics of them in a more precise manner after the major areas are being quantified.

(1) Leading Industry

To represent a leading industry, this report looks at the total GDP generated of an industry as a variable. GDP is an universal figure that is internationally employed globally to measure and compare economic activity levels of a place or an industry. The larger the GDP contributed by that industry is, the more leading position that industry will be in that place. This section will look at the GDP value and growth rate of the leading industry in Hong Kong.

(1.1) GDP and Growth Rate

The two leading industries in Hong Kong are Banking and Finance, Import and Export Trade with the GDP of 170.7 bn HKD and 302.8 bn HKD respectively in year 2005. (Source: HKSAR: H.K. Annual Digest of Stat. 2007) It also covers 12% and 20.7% respectively of the total GDP in H.K. To be a leading industry in a place it will also have a track record of making a high and steady GDP growth in consecutive years in the past. Table 1 compares the growth rate of those major industries in Hong Kong.

Table 1

Industry	1995 GDP in million HKD	2005 GDP in million HKD	Growth Rate	Average Growth Rate per year
Banking & Finance	104,187	170,689	63.80%	5.80%
Im & Export Trade	182,271	302,833	66.10%	6.01%
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Communication	26,053	24,083	-7.56%	-0.69%
Total	602,622	816,510	35.49%	3.23%

(Source: HKSAR Cens. & Stat. Dept. 2007)

From the table above, it can be seen Banking and Import/Export Trade are the two leading industries with high GDP value and high and steady average growth rate per year comparing to the other industries. Some industries having negative growth rate in this period imply declination in these industries. It is especially after the year 1998 Financial Crisis which made an annihilation in some industrial sectors.

(2) Industrial Strength

To describe the strength of an industry, the report will investigate at its 4Ps to get a more balancing view by looking at the strength and not just profitability only. The 4Ps are: profit, place, product and profile. To be a successful and prosperous business, these four criteria are pre-requisites.

(2.1) Profit

In this section the report will investigate the major revenues, expenses and net gross profit of the Industries. By giving a glimpse of the composite of its financial structure, one can understand better the nature of the industry.

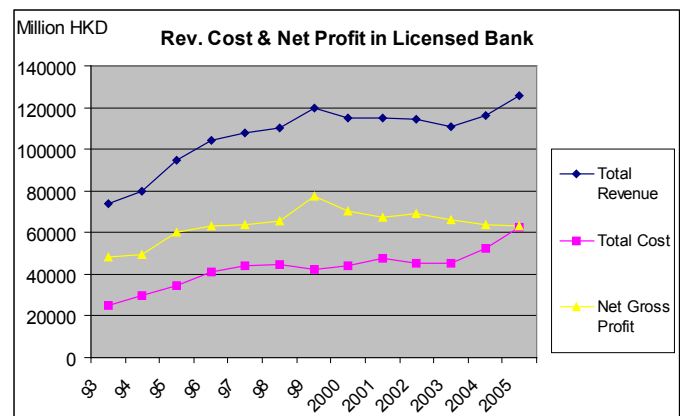
(2.1.1) Banking and Finance

As the Banking and Finance is a big sector with different kinds of institution, it is going to look at the revenue and costing of the industry by types of institute.

(2.1.1.1) Banking Sector

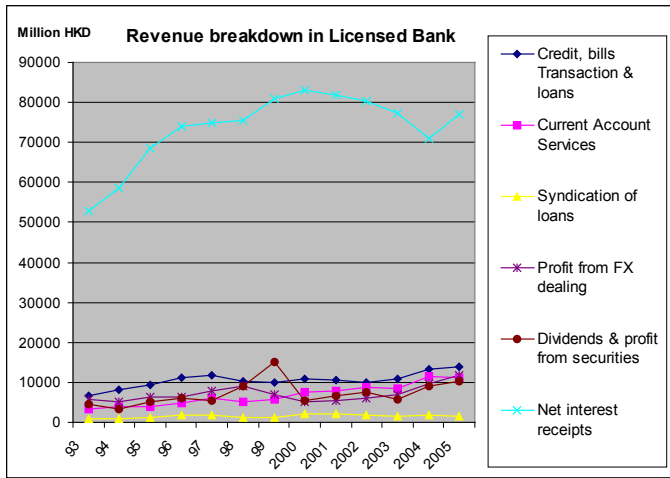
The main revenue of bank lies in interest received area. Exhibit 1 shows the revenue & cost relationship and Exhibit 2 shows the revenue breakdown of licensed banks.

Exhibit 1



(Source: HKSAR Cens. & Stat. Dept. 2007)

Exhibit 2



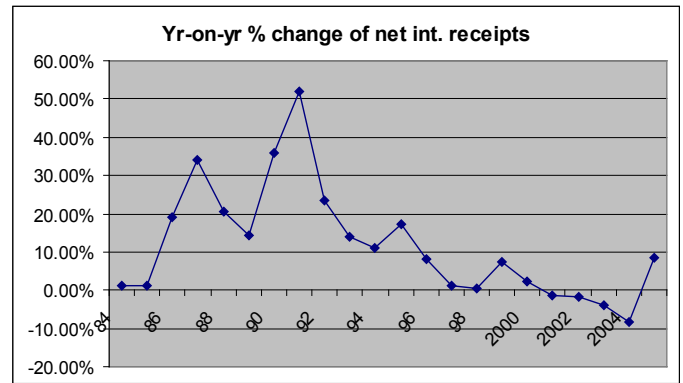
(Source: HKSAR Cens. & Stat. Dept. 2007)

It is clear that interest received is the most major income of banks. It composes nearly 70 % of the total income of banks. The interest received is gradually increasing in the earlier year but it is on the wane after the start of this century.

Exhibit 3 shows the yr-on-yr Net Interest Receipt % changes.

The yr-on-yr % changes reveal there is a big declining growth rate in the interest received after the 90's and it even produces negative value when entering into the 2000 year.

Exhibit 3



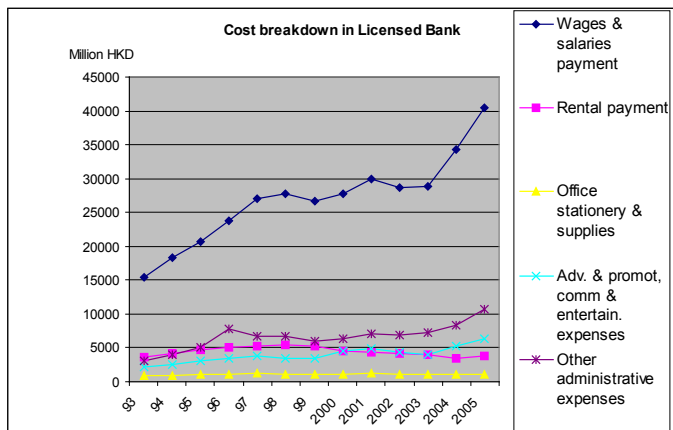
(Source: HKSAR Cens. & Stat. Dept. 2007)

Being a main incoming source, the diminishing of interest business gives a great impact to the banking industry. Hence more effort is to put into the development of other non-interest income service like credit card service, portfolio management services and provide better customer tailor made services.

The cost breakdown graph in Exhibit 4 also reveals that wage and salary is the biggest expenses among all. It is especially right after mid of 90's when comparing to others expenditures. This will properly drive the banking corporation to put a damper on the influence and think out means of reducing the salary in a long run.

Introducing information technology, like phone banking and e-banking, to assist banking operations are good examples. As in those large banking corporations, the trend will be that more and more resources will be contributed in high technical area to help out the problems here.

Exhibit 4

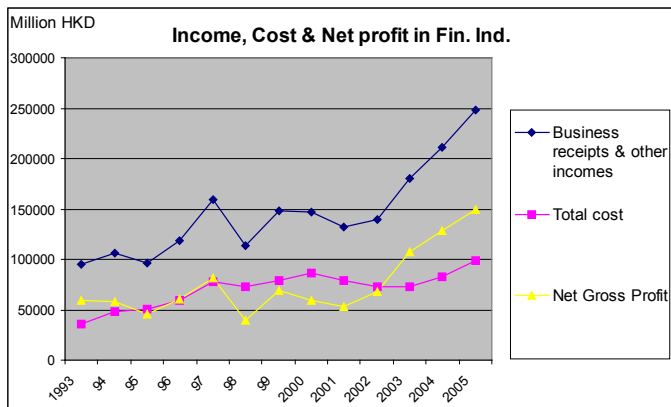


(Source: HKSAR Cens. & Stat. Dept. 2007)

(2.1.1.2) Finance Sector

Exhibit 5 & 6 show the income and expenses and its cost breakdown in Finance sector.

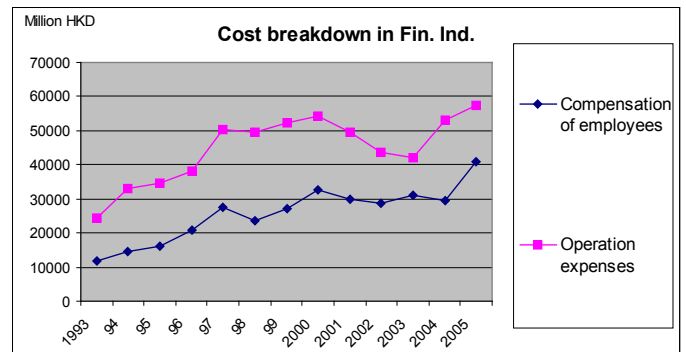
Exhibit 5



(Source: HKSAR Cens. & Stat. Dept. 2007)

From the Exhibit 5 above, it shows that finance institutes make a rather good increment in gross profit in recent two years by having a better augment of incomes and a cautious control of their total cost.

Exhibit 6



(Source: HKSAR Cens. & Stat. Dept. 2007)

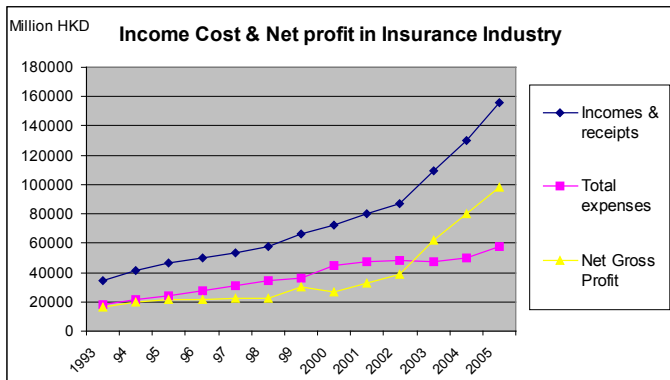
Looking at Exhibit 6, it discovers that the largest expenses in finance sector falls into the operation category whereas in banking sector the major expense is in employee compensation.

(2.1.1.3) Insurance Sector

Exhibit 7 & 8 show income and expenses and its cost breakdown in insurance sector.

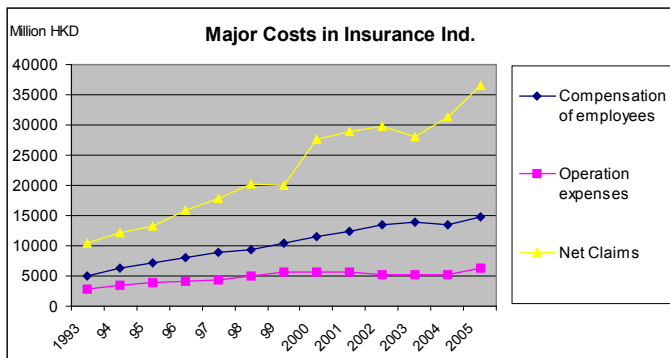
Insurance industry records a high revenue and together a high gross net profit after year 2002. This reflects that people pay much more attention to insurance concept. This may be part of the result coming from the influence of SAR which broke out in the year 2003, affecting areas like those of Hong Kong. Different from that of banking industry, the major expense in insurance industry is insurance net claim and salary compensation is the second major. (Exhibit 8)

Exhibit 7



(Source: HKSAR Cens. & Stat. Dept. 2007)

Exhibit 8



(Source: HKSAR Cens. & Stat. Dept. 2007)

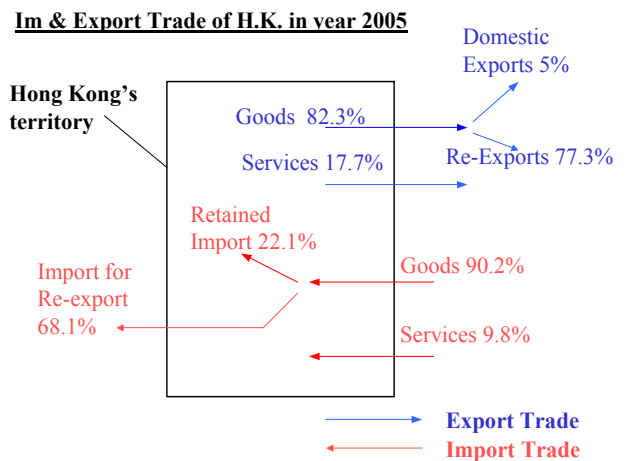
(2.1.2) Import and Export Trade

In the light of her geographical location and her lacking of natural resources, Hong Kong has successfully positioned herself as one of the leading international trading and services hub. It is widely recognized as one of the freest economies in the world and a gateway to the Mainland market.

Hong Kong helps to channel raw material and semi-manufactured products from the rest of the world to China for further processing and then to assist and re-export the processed goods and final products to the rest of the world.

As import and export trade is a very logistic flow, Exhibit 9 a simplified flow of it.

Exhibit 9

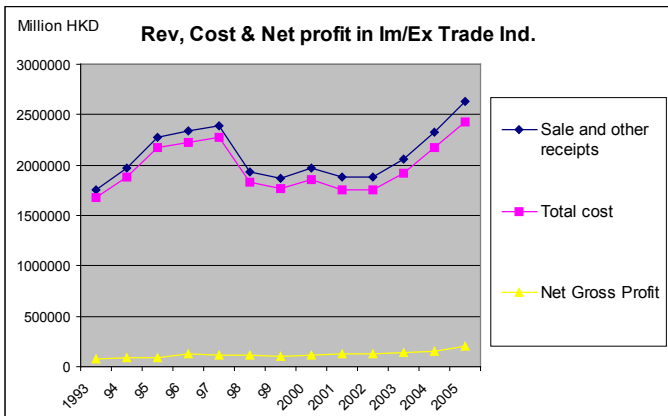


(Source: HK Monetary Authority Report – H.K. Trade Pattern Nov. 2006)

From the Exhibit 9, it can be seen that the major activity of the trade is in re-export category. Either it is from China to rest of the world or vice versa. It explains why China is an important trading partner with Hong Kong. In year 2005, H.K. is also the world's 11th largest trading entity in terms of value of merchandise trade, up to the value of 4,580 billion HKD. (Source: HKSAR Hong Kong 2005 Report P.108)

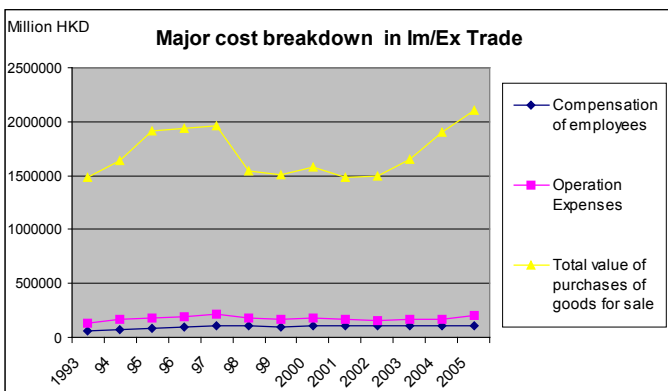
Exhibit 10 & 11 show the revenue, expenses and its major cost breakdown for Import and Export Trade

Exhibit 10



(Source: HKSAR Cens. & Stat. Dept. 2007)

Exhibit 11



(Source: HKSAR Cens. & Stat. Dept. 2007)

Closely examine two graphs, it is obvious that the net gross profit is very marginally as compared to the total revenue and cost. Most part of the expenses is in purchasing goods for sale category. Hence a very cautious altitude is required to deal with it.

(2.2) Place

Besides profit, place is an important factor that reflects the strength of an industry. Logical speaking, the more the number of places connected with the better or safer it will be. The concept comes from diversification of risk and also globalization effect nowadays.

(2.2.1) Banking and Finance

In Hong Kong side, the commercial area is concentrated in Central District and Admiralty. Those are the regions where the office rent is the highest in Hong Kong. It is estimated that nearly 75 % of the commercial buildings in these two areas is contributed to banking and financial usage or even with a whole tower named after a financial or banking corporation. This is obviously a very strong proofing by saying that banking and finance is a prestige type of industry in Hong Kong.

(2.2.2) Import and Export Trade

When mentioned about the places in import and export trade industry, it is the no. of destined countries the goods and services delivered that counts when it comes to the industrial strength. Table 2 shows the major countries for import and export trade and their relative % share in Q1-Q3 of year 2007.

Table 2

	China	USA	Euro areas	Japan
Total Export	49%	14%	13%	5%
Total Import	42.60%	5.50%	5.70%	11.20%

(Source: HKSAR Cens. & Stat. Dept. 2007)

One can see that China is the largest country for both import and export trade where USA and Japan is the second major for export and import trade respectively.

(2.3) Product

Following the same argument as in diversification of place, the more the products an industry have, the better the chance of survival and the lower the percentage of risk.

(2.3.1) Banking and Finance

The major product banking and finance can offer are classified into two big types – financial product and its' services. Products include interest payment, loan & leasing, securities and fund, fixed-income and debt instrument, insurance and currency. In services side, it includes portfolio management, bills transaction, trustee and custody, remittance, IPO launch, foreign exchange dealing and banking advisory services.

(2.3.2) Import and Export Trade

The product range in import and export trade is in a whole spectrum ranging from raw materials, apparel and clothing accessories, electrical machinery and parts, apparatus, telecommunications and consumer goods.

With the services aspect, it can be sub-divided into four types which are transportation, travel, trade-related services and finance, business and others. Table 3 shows their relative shares in import and export.

Table 3

	Transportation	Travel	Trade-related	Fin. Biz & others
Export Serv.	29.60%	16.60%	31.30%	22.50%
Import Serv.	30.80%	37.80%	6.10%	25.30%

(Source: HKSAR Third Quarter Econ. Rpt 2007)

(2.4) Profile

The criteria to measure the level of profile in an industry can be started from the level of skill and salary pay.

(2.4.1) Banking & Finance

Level of skill can be represented by no of examination required and any special qualification needed. In Banking and Finance industry, there are licensing requirements and examinations imposed by various regulatory bodies like SFC and Hong Kong Institute of Bankers.

Major qualifications like Certified Financial Planner (CFP) & Certified Financial Accountant (CFA) are usually encouraged for those insurance, banking and some senior executive positions. Also there is a trend that employers in Banking field will only consider degree holder candidates for those supervisory posts or above. All this phenomena tells us that banking is a high profile industry in terms of the requirements of people.

The higher the salary an employee gets in an industry, the higher the profile does that industry implies – is an acceptable conviction that most people accept. Employee from financial sector will usually obtain a higher pay range than the others.

Table 4 shows a very rough comparison among some industries just to give an idea by comparing them. It is easy to observe that Banking and finance, Im / Export have a rather high average salary pay among others.

Table 4

Industry	Wholesale	Retail	Im/Export	Rest.	Hotel	Banking	Finan	Insur.
Average Payment	10.2K	7.9K	18.8K	8.6K	15.9K	39.7K	54.5K	25.9K

(Source: HKSAR Cens. & Stat. Dept. 2006)

(3) Industrial Prospect

(3.1) History

(3.1.1) Banking and Finance

The first proper financial institute presented in Hong Kong was a British owned bank called Oriental Banking Corporation started in year 1845 and then followed by Chartered Mercantile Bank of India a year later. Not until year 1859, the biggest banking corporation, Standard Chartered Bank with her headquarter in London, was established in Hong Kong Island. These banks provided export credit line service and funding arrangement for both import and export trading parties. (Source: Hong Kong Economic History)

(3.1.2) Import and Export Trade

Hong Kong is stationed in China's coastal line and exit for Pearl River Delta region and after the ceding of Hong Kong Island as British colony in year 1842, export trade was started to prosper from then on. In year 1843, there were already 12 sizable British trading companies and 6 Indian trading companies set up their business in Hong Kong. Also as being recorded by a British Congress report in 1852, there were total 381 lines of shipment coming and going out of Hong Kong in year 1842.

(Source: Hong Kong Economic History)

(3.2) Geographical Factor

Based on the fact that 109 out of 133 licensed banks are foreign-owned and there are all together 87 representative offices of foreign banks in Hong Kong, (nearly 70% of the countries in the world has a contact office in H.K.) this demonstrates how strong in prospect the banking industry is in Hong Kong. (Source: Invest HK- HKSAR Oct 2006)

(3.3) China's Economy Factor

Hong Kong has become part of China politically after 1997 and entitled as a special administrative region. The great change implies that Hong Kong's economy will definitely be influenced by that of China to a much higher degree. After the turning of this century two events happened which have made a prolonged influence in the Hong Kong's economy. They are: China's accession to WTO on 11 December 2001 as a member and the signature of the Closer Economic Partnership Arrangement (CEPA) between Hong Kong and China. The impact towards Banking & Import and export trade is long and deep.

(3.3.1) Banking & Finance

(3.3.1.1) WTO

The China's accession to WTO has made substantial consequences on foreign investment including the banking sector in Mainland China services economy. The geographical and client restrictions on foreign currency business were lifted. Foreign banks can now conduct local business with Chinese local firms and even individuals at the end of 2006. This makes an attractive positive result for those foreign banks who would like to explore the huge China's financial market.

(3.3.1.2) CEPA

Hong Kong banking sector benefit significantly under CEPA. Hong Kong is made as the first economy outside mainland China allowed to conduct Renminbi (RMB) banking service for area like deposits, remittance and exchange business in Hong Kong.

The thresholds for Hong Kong's market entry is further relaxed under CEPA stage III. The average level of operating funds of all of the Bank's mainland branches should exceed RMB 500 million and instead of each branch individually. (Source: H.K. Trade Development Council 2006)

The CEPA agreement is expected to further accelerated merger and acquisition activities which is highly active in Hong Kong banking sectors in the last two years.

(3.3.2) Import and Export Trade

(3.3.2.1) WTO

The expansion of mainland's international trade following WTO process has brought more business to Hong Kong. Trading companies including exporters of mainland products and import agents of foreign goods, were given full trading right in three years after China's WTO accession.

Hong Kong trade firms, though faced with increased competition from foreign firms, are able to access the China Market directly. Hong Kong traders still maintain a competitive edge with their excellent trade supporting services and sophisticated business and logistics infrastructure and experience. Under the impact of WTO where a tighter coordination with China and foreign countries in business, Hong Kong's trading industry which acts as an intermediary will thrive in the coming future.

(3.3.2.2) CEPA

The CEPA arrangement is to ensure Hong Kong will be "economically interlocked" with Mainland and those smaller HK companies will benefit from the opening-up on the Mainland beyond China's commitment in her WTO accession mentioned above.

Opportunities in Trade in Goods

With CEPA, 90% of Hong Kong domestic exports to the Mainland can enjoy zero tariffs. This vanish of tax will immediately increases competitive edge of this goods and also create an annual savings in tariffs, with an estimated amount of 750 million HKD. (HK TDC CEPA & opportunities for H.K. Oct 2004) A long-term effect of the zero-tariff is the potential for attaching more high value-added manufacturing activities and promoting development of brand products name made in Hong Kong to target for middle-class consumers on the Mainland.

Opportunities in Trade in Services

The framework of CEPA is intentionally design to help smaller companies in HK. Under China's WTO protocol, the entry requirements to the Mainland's service sector are too high for HK companies in most service industries. CEPA allows them as an effective market access to this sector in China. For example, lowering the thresholds of Hong Kong's banks to expand on the Mainland and allowing Hong Kong's law firms to share offices with their Mainland counterparts will increase feasibility of Hong Kong service providers to do business in Mainland China. Together with CEPA III stage, China has agreed to provide preferential treatment to 27 services suppliers areas. (Source: HK TDC)

(3.4) Competition

(3.4.1) Banking and Finance

Hong Kong has been a banking and financial center in Asia in the past two decades. With economic opening and reform in China, Shanghai is becoming the business and financial center in China, especially with the auspicious and prosperous growth in her stock market in term of trade volume. It is predict that Shanghai's financial position is a main treat and dark horse towards Hong Kong. In Year 2006, it is estimated the total capital market value in Shanghai is about 30% to that of Hong Kong. (Source: H.K. Economic Journal 15 Dec.2006) and China's GDP economic growth is around 10% per annum in these two years.

According to a report study by McKinsey Consultant Firm, Shanghai is difficult to surpass Hong Kong as a funding raising center in the next coming decade (Source: H.K. Economic Journal 5 Dec 2006). The report said the enterprise management skill in Mainland Chinese is not mature and perfect enough to give investor's confidence. These corporations will obtain much benefit and management skills if they list their companies in Hong Kong market. Moreover, Hong Kong has a very unique geographical location, a high level of executing mandatory financial regulations and a good legal provision system that gives a very strong competitive edge for any other Asian economies to be replaced.

(4) Major Players

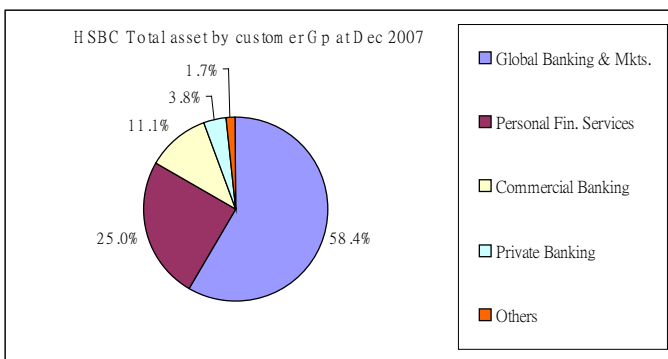
The following lists out the major players in the banking sector which are from different countries of origin.

(4.1) The Hong Kong and Shanghai Banking Corporation –HSBC

HSBC was established in both Hong Kong and Shanghai in 1865. It is one of the largest banking and financial services organization in the world, with an asset value amount to 13,500bn HKD at 30 June 2006. (Source: The HSBC Gp: Fact Sheet July 2006)

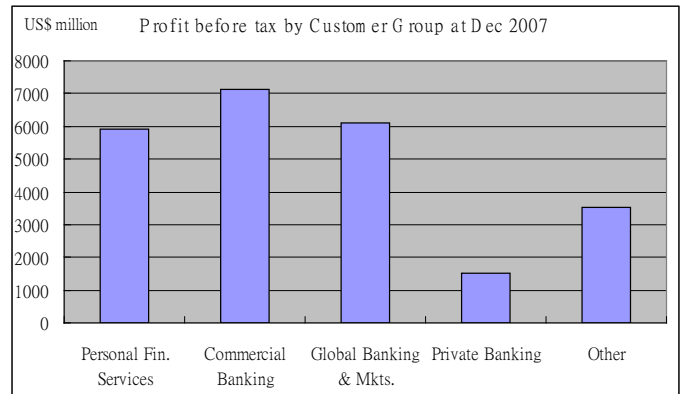
Exhibit 12 & 13 show the composition of asset and profit before tax by customer group.

Exhibit 12



(Sources: Annual Report & Account for HSBC Holding plc 2007)

Exhibit 13



(Sources: Annual Report & Account for HSBC Holding plc 2007)

(4.1.2) Geographic Coverage

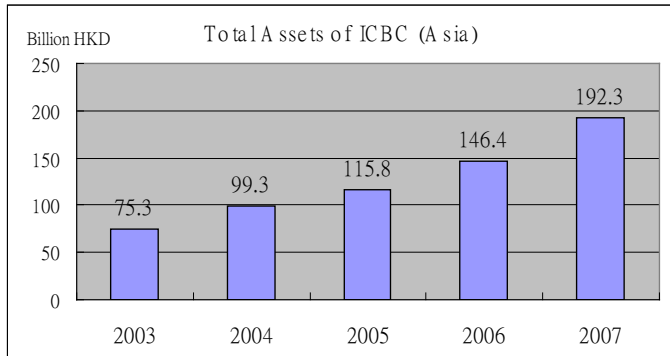
Headquartered in London, HSBC operates through long-established business and has an international network in 76 countries and territories in five geographical regions: Europe, Hong Kong, rest of Asia-Pacific, including Middle East and Africa, North America and South America. It virtually covers over 75% of the world.

(4.2) Industrial and Commercial Bank of China – ICBC

ICBC is the largest commercial bank (in term of total asset) in the Mainland China; It also ranks sixth in terms of total assets among banks listed in Hong Kong. At 30 June 2006, its total assets is 126.6bn HKD. (Source: ICBC Annual Report 2005 & Interim Rpt 2006).

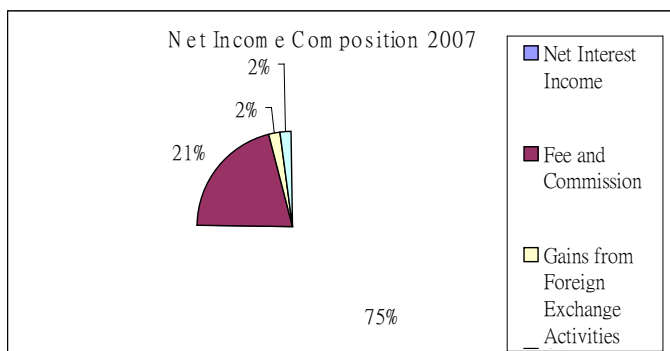
Exhibit 14 & 15 summarize the asset growth and income composition for ICBC.

Exhibit 14



(Source: ICBC Annual Report 2007)

Exhibit 15



(Source: ICBC Annual Report 2007)

(4.2.2) Geographic Coverage

ICBC is also with the largest market share in all major commercial banking business area in China. It has nearly 22,000 domestic outlets and established a global branch network in Hong Kong, Singapore, Tokyo, Seoul, Frankfurt, Luxembourg and Macau, subsidiary banks in London and Kazakhstan as well as representative offices in New York, Sydney, and Moscow.

(4.3) CitiBank

Formerly known as Salomon Smith Barney, Citigroup Corporate and Investment Banking is the investment banking arm of financial services Citigroup Inc. With its 130-year history, Citigroup is one of the 3 largest banking corporation in terms of the total asset acquired. (Source: H.K. Econ Journal 23 Oct 06). It consistently secures top capital-market underwriting and M&A advisory mandates through the world. The firm became the No.1 global underwriter of equity-linked securities in 2005, advising on 498 deals worth a total of nearly 1.3bn USD. The closest competitor in the category is Goldman Sachs, which advised on less than half number of deals done by Citigroup in 2005.

(4.3.1) Global Coverage

The Citigroup has offices and network in all continents in the world including Asia Pacific, Middle East, Africa, North and south America Europe and Australia with total 69 countries. Its business areas cover a whole range of products and services. Classified into major areas they include: Business Financing, Personal Financial Services, Cash Management, Business Card, Business Insurance and Investments.

(5) HR Consulting Services Strategy

(5.1) Recruitment

As Hong Kong economic environment is progressively changing to be a better, her employment situation also brightens up. According to Labour Department's review 3700 temporary government jobs would be made permanent in 2007. Jobs prospects remain optimistic as Hong Kong's working population peaked at a new height of 3.5million.

Table 5 reveals the % share of no. of employee in some major industries in Sept. 2006 for the selected sector as a whole employed 2.38 million persons. (Sources: C & S HKSAR)

Table 5

Im & Export Trade	Banking & Fin.	Business Service	Hotel & Rest.
21.80%	6.60%	9.10%	9.30%

(Sources: HKSAR Cens. & Stat. Dept.)

Increase in employment was recorded in education services (7.5% or 9700) , business services sector (6.4% or 13100) , hotel sector (5.9% or 1700) and finance sector (5.3% or 8300).

According to Census and Stat. Dept. of Hong Kong, the vacancies in private sector are: 7010 were from the import and export trade, 5180 from the financial sector, 4620 from the business services and 4550 from restaurant. As analyzed from major occupation categories, the nos. of vacancy for associate professionals is 13690, service workers and shop workers is 11050 and clerk is 7430. (Source: Third Quarter Economic Report 2006 Ch. 5 The Labour Sector)

Asia's managing director of Ambition foresees the demand for accountants, particularly in major investment banks and the Big Four accounting firms is still strong. In the commercial sector in 2006, recruitment activities were aimed at middle management. It is predicted that more movement will be found in senior end of the accounting and finance market. That implies an ongoing fight for talent continued in the banking and finance sector. (Sources: Market Review: Jan 2007).

(5.2) Compensation and Benefits

Along with a better changing of Hong Kong economy's, compensation and benefits is going to improve. This can be seen from the degree of adjustment of employee's compensation as listed in the following.

The average base pay increase of 2.4 % in year 2006, 0.7 % point higher than the average adjustment of 1.7% in 2005. This is also the highest figure recorded over the past five years. (Source: IHRM Press Release: 2006 Pay Rises at five-year high 09 Nov. 06)

Survey results from HKIRM illustrated that all 86 corporations surveyed reported an increased in employee payment from 2 to 2.9% (Source: Career Times: Market Review 12 Jan. 07)

The Big Four accounting firms offer 5 to 10 percent higher salaries than companies in the commercial sector. (Source: Career Times: Still bigger pay packages in acc. & fin. 12 Jan 07)

(5.3) Expatriate Services

Approximately 95% of Hong Kong's population is of Chinese descent. Just over half a million residents hold foreign passports, with the biggest ethnic groups being from the Philippines, Indonesia, India, USA, Canada, UK and Australia. (Sources: InvestHK:Population <http://www.investhk.gov.hk/pages/1/87.aspx>)

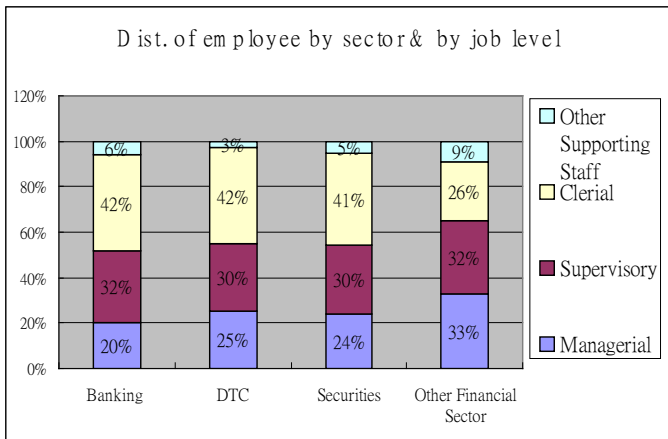
(5.4) Training and Development

It is predicted that Hong Kong 's economy is changing from a service mode to a knowledge-based economy in the coming decades. Banking and finance is obviously one of the industry sectors that will be influenced mostly. To back up this building block, training and development is a critical element for the success.

A survey was conducted by the Banking and Finance Industry Training Board at the end of 2004 to collect the latest manpower information and training. In the provision of training, the survey reveals that 116 288 in-house training and 19 210 external training places organized by professional bodies, educational and training institutions were provided to employees in the banking and financial industry during the year 2004.

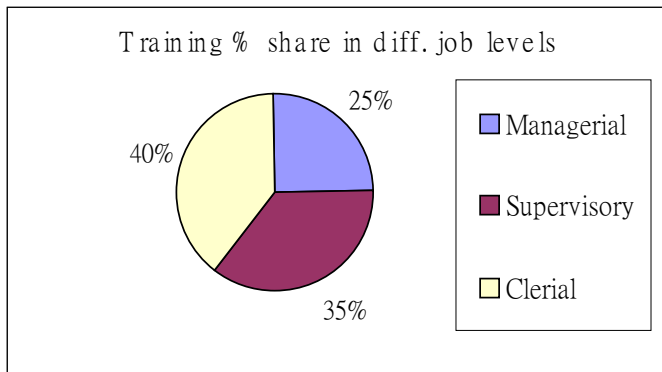
Exhibit 16 & 17 show the % share of the job level in different Finance Institutes and in their trainings.

Exhibit 16



(Source: Manpower survey rpt 2004 Bank & Fin. Ind. Board VTC)

Exhibit 17



(Source: Manpower survey rpt 2004 Bank & Fin. Ind. Board VTC)

It is worth noting that total no. of people engaged in Banking and Finance industry was around 151K and the in-house training provided by them was 116 288 in the year 2004. (Source: Manpower survey rpt 2004 Bank & Fin. Ind. Board VTC) This implies that nearly every one of in the industry has a chance to receive training. That is a very high ratio and it shows the importance of training in the industry.

(5.5) Human Resources Information

As the requirement of people is getting higher in most professional area, same thing happen in Human Resources are. HR staff is prepared to expand their knowledge base beyond traditional subject matter like compensation and benefits, employment law and recruitment. In here, data management is becoming an increasingly important part of the HR professional's skill set. (Source: Want technologists: SHRMOnline Society for Human Resources Management 2006)

Conclusion

The report investigates those major leading industry in Hong Kong – Banking & Finance, Import & Export Trade. To be a leading industry, they have two things in common. They recorded high GDP figures and generated a steady growth rate each year continuously. They demonstrate a resilient nature even when the economy is slump. In terms of the history, both industries have a development history of over as hundred years in Hong Kong.

The report segments the industries by examining from four different factors: Profit, Place, Product and Profile. It is believed that a successful business will strike a balance in these four aspects and make an appropriate progress in all of them. By studying these variables, it is proved that these two industries did very good in every area even though profits just the most influential weighting among them.

It is found that as profit made from interest business is declining seriously in banking area. More efforts is put in developing service, with reinforcement of good service to cope with big competition nowadays. Portfolio management will be a big market as people are more aware of wealth management with their increment of knowledge level.

With the China's economy continue to improve, the consuming power in China will elevate quickly in the future. The import and export trade in Hong Kong which relies mostly on China will go further and under the help of CEPA and opportunities that will bring together with China's gradually opening up the inter Mainland market after joining the WTO.

- End Of Report -

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Kin Lam**Disclaimer**

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