

Global Mobility - Employment Law in an International Environment

ACC Europe's 18th Annual Conference 2011

Teri A. Simmons *Director, International/Immigration Practice Group,
Arnall Golden Gregory LLP*

Giovanni Loi *General Counsel, Compass Group Italia SpA*

Katja Briegel *Manager Global Engagement & Mobility Solutions,
BearingPoint GmbH*

Immigration Law Considerations Affecting the Global Movement of Personnel

Global Networking

- **Establishment of a Global Immigration Law Alliance**

Legal Requirements throughout the World

- **Jurisdictional Analysis**
- **The Interaction of Diplomatic versus Local Rules and Work Authorization Processing**

Analysis of Qualifications and Timing

Checklists of Documentation

- **Employment Contract and Offer Letter stipulating the Job Title, Job Description, Salary and Benefits**
- **Detailed Resume of the Professional**
- **Evidence confirming Education and Experience**
- **Questionnaire detailing biographical information, immigration history, any criminal issues**

Legal and HR Liaison with Personnel

- **Establishment of Expectations**
- **Consideration of Family Concerns**
- **Long Term Planning**

Worldwide Quality Control and Immigration Compliance from the Employer's Perspective

Visa Processing Cost Allocation