

# Providing Professional Services Globally

Day-to-Day Global Mobility Challenges in a  
Volatile Business Environment

# Immigration

- Sponsorship for the required permit
- Processing time vs. business needs
- Compliance and Expectations Management „...but everybody does it!“
- The „United States of Europe“

# Taxes and Social Security

- 183 Days – NOT a Golden Rule
- Individual vs. Corporate Tax Risks:
  - individual return and/or shadow payroll
  - Compensation Collection for Shadow Payroll
- Costs
  
- A1 – not only a formality within Europe

# Awareness

- Make information available and transparent
  - Intranet, Travel Platform, staffing tools, etc.
- Inform your „clients“ proactively whenever needed so that they can inform their clients
- Analyze travel data regularly to detect potential non compliance