

CELIA ALLIANCE

Law and Tax for **International** HR



International Assignments



Our mission is to help businesses make the most of their people wherever they are around the world by providing the best integrated, multi-disciplinary legal and tax services for International HR.

Combining specialist expertise in tax and social security, employment law, business immigration, and employee incentives with proven global reach, the CELIA Alliance offers a first class international assignments service.



International Assignments

Increasingly, organisations are looking to expand into new markets or support their existing global entities with fresh talent. CELIA Alliance members offer a full range of advisory and consulting services to clients operating international executive mobility programmes, whether just for one person or a fully developed global programme.

Advisory and consulting

Internationally, CELIA Alliance members combine specialist expertise in tax and social security, employment law, business immigration, and employee incentives to provide first class advisory and consulting services. With a wealth of knowledge relating to global assignments and general industry practices we can help you formulate, document and operate effective policies that support your business objectives.

Services include:

- Structuring assignments to take advantage of possible, often very significant, employer and employee tax and social security savings.
- Ensuring compliance with home and host country income tax and social security withholding and reporting responsibilities (including tax return preparation and payroll operation).
- Expert employment law services, including advice on choice of law issues; employment protection and cross-border trade protection issues; full assignment contract documentation.
- Business immigration services coordinated across your global expatriation programme.
- Arranging “arrival” and “exit” interviews for assignees to assist with planning their affairs.
- Assessment and implementation of home or host-based compensation approaches for globally mobile employees.
- Guidance on international long-term incentive plans and considerations for assignees and local transfers.
- Assistance with pension planning choices, including advice on and applications for appropriate host country tax relief.
- Consulting services to help identify the processes, systems and policies for successful “fit for purpose” programmes.

Global Reach

We offer clients access to a truly global service to meet their needs wherever they arise.

The CELIA Alliance is expanding rapidly. In jurisdictions where there is no CELIA Alliance member, projects are conducted with firms who can match our skill base and are selected for their ability to deliver to clients' requirements and our standards.

CLIENT PROJECT LOCATIONS



CELIA Alliance members have conducted client projects over the last few years in over 65 countries across six continents.

About the Celia Alliance

Law and Tax for International HR

The CELIA Alliance is a non-exclusive international alliance of independent professional services firms united in the aim of helping international businesses make the most of their people.

What makes CELIA different from other international firms or alliances is its combination of expert legal and tax services which range across **C**ompensation and benefits, **E**mployment and labour **L**aw and **I**nternational **A**ssignments (hence the name CELIA), as well as complementary legal and tax advisory and compliance services.

CELIA Alliance firms offer our clients a common approach to client service and agreed shared values:

Client Service

Providing a truly responsive, reliable first class service to our clients and Alliance colleagues while adopting a commercial approach to meeting our clients' requirements.

Innovation

Always questioning and searching for improvements to the content and delivery of what we do.

Teamwork

Working with our clients and international colleagues in a relationship which fosters mutual trust and respect.

Excellence

Delivering excellence in technical and commercial analysis, presentation and delivery.

Key Contacts

CELIA Alliance members are present throughout Europe and the United States and have relationships across the globe.

To contact any of our members please visit:

www.celiaalliance.com/member-profiles or email info@celiaalliance.com



Belgium



Czech Republic



Denmark



France



France (Employment)



Germany



Hungary



Italy



Italy (Tax)



Luxembourg



Netherlands



Norway



Poland



Romania



Slovakia



Sweden



Switzerland



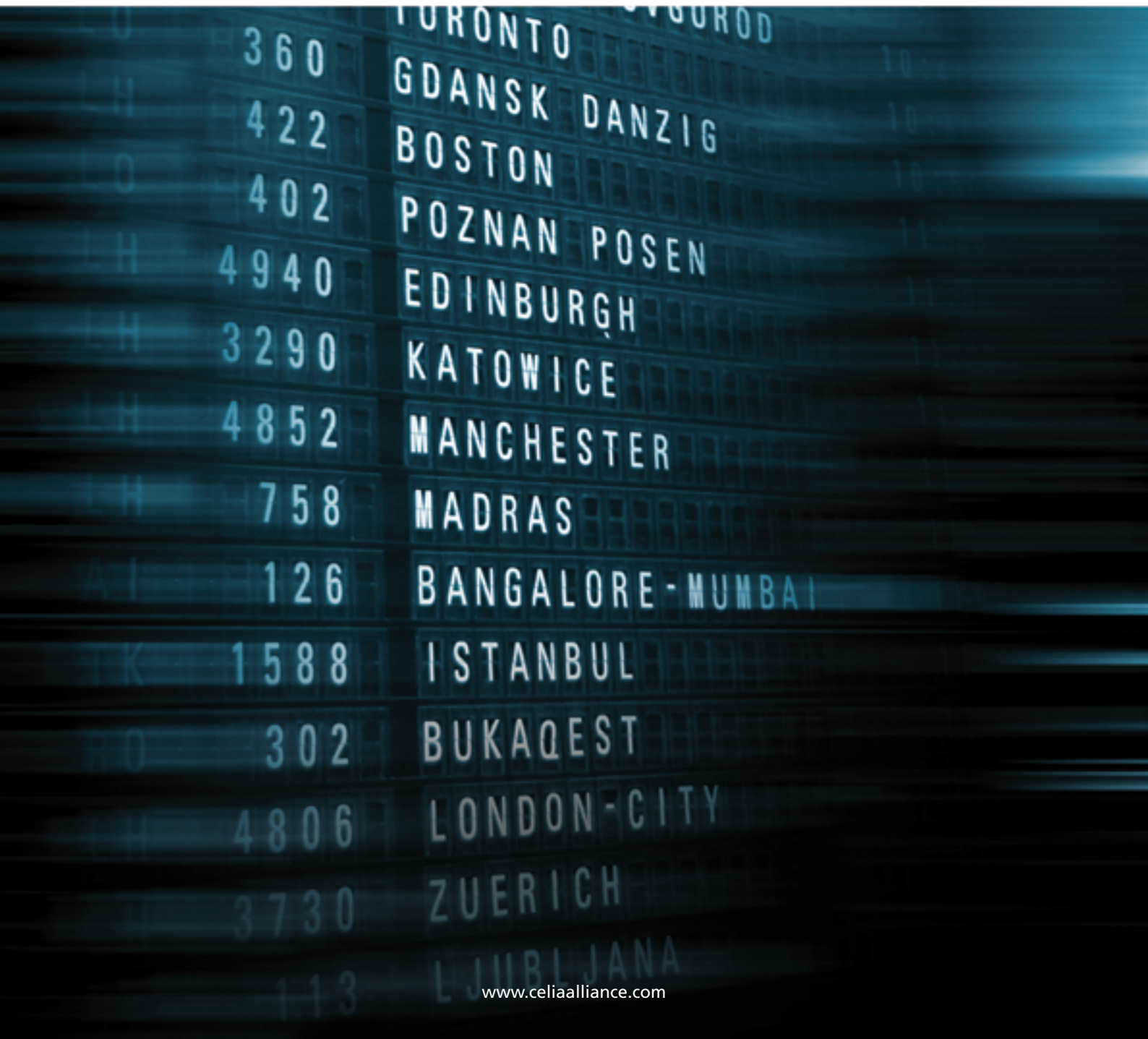
United Kingdom



USA

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www.celiaalliance.com

The term "CELIA Alliance" is used to describe an alliance of independent law and professional services firms which are not affiliated in the joint practice of law or tax advisory or other services. Each member of the CELIA Alliance is an independent practice and provides professional services on an entirely individual and separate basis unconnected to any other member of the CELIA Alliance.