

Coffragroup



WE SIMPLIFY THE
MANAGEMENT OF YOUR
INTERNATIONAL MOBILITY
ASSIGNMENT

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INTERNATIONAL MOBILITY

WHAT NEEDS DO WE COVER?



Arrival

Diagnosis of international mobility needs and arrival strategy

Drawing up and implementing a mobility policy

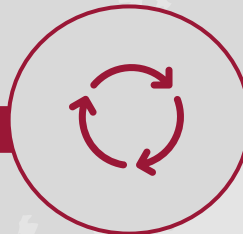
Determining and optimising the tax and social security status of employees (setting up impatriation or expatriation schemes)

Structuring of impatriation or expatriation packages: design of remuneration packages including salaries, benefits and specific compensations

Implementation of payroll

Assistance with immigration and formalities for foreign employees (obtaining visas, work permits and other documents)

Wealth planning on arrival: managing the employee's assets and investments in the new country, including securing financial and property investments for tax purposes



Evolution / Reorganisation

Support for recurring tax returns

Ensuring that all local regulations on employment law and social security are complied with

Adjustment of employment contracts to take account of changes in legislation or job changes

Monitoring and updating payrolls to take account of changes in personal or professional circumstances

Support in the event of tax or social security audits or disputes

Contractualisation of relations between affiliated companies affected by employee mobility

Updating and harmonizing of mobility policy



Departure

Assessment of needs to prepare for the employees' return to their country of origin or departure for a new destination

Assistance with tax returns for the year of departure and management of any refunds or payments

Compliance with legal and social obligations when an employee leaves the company

Finalisation of the payroll (calculation and payment of balances, including severance pay and other compensation)

Wealth planning on return: tax advice on managing assets and investments on return, including estate planning and inheritance.

AND MUCH MORE
BESIDES!

WHO ARE OUR CONTACTS?



**Human Resources,
Administrative and
Financial Departments**



**French groups with international
subsidiaries and French subsidiaries
of foreign groups**



**Impatriates and
expatriates**

WHY US?

Multidisciplinary expertise

We offer integrated solutions in tax, social security, employment law, human resources, contractual expertise and corporate taxation for comprehensive management of international mobility



Customised solutions

We create tailor-made solutions adapted to the specific needs of each customer, optimising all aspects of international mobility and, if necessary, wealth management issues

Moore international network

As part of the Moore network, we provide local and global support in over 100 countries, ensuring compliance and international best practice



Turnkey support

Thanks to our network of partners, including banks, wealth management advisors, real estate agents, notaries and relocation companies, we are able to provide complete, personalised solutions

YOUR TEAM



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