

The value you are searching for

Employment Services

Tax & Legal Advice



We offer a wide range of legal services related with labor, social security and immigration matters. These are directed at providing the company the assistance and counseling necessary for a proper compliance with such matters, optimizing the position of the company and following the best strategy.

Labor Law

- General advisory services on labor law (methods of hiring, drafting of contracts and letters of intent, innovations in hiring conditions: salaries, functions).
- Special regimes for hiring manpower: flexible contracts.
- Advisory services on the labor impact of compensation elements: salaries vs. benefits.
- Immigration services. Long-term retirement planning: implications on the system of Host and Home Country.
- Alignment of Management with shareholders. Deferred benefits, retirement plans, plans for stock awards, pension plans, instrumentation of trusts within the framework of supplementary retirement plans.
- Advisory services relating to the transfer of personnel during corporate restructuring, merger and spin-off processes and transfer of going concerns.
- Drafting of official notifications to personnel (warnings, lay-offs, dismissals, etc.).
- Termination of personnel: individual and collective. Planning and implementation of retirement plans. Effects of Labor and Unions. Labor, social security and tax treatment of severance payments.
- Participation and legal defense in hearings before the Ministry of Labor, in the Labor Reconciliation Processes as a prior mandatory step to legal action, and in national legal venues.

- Permanent consultancy and remittance of news bulletins. Assistance to professional “in house” teams.
- Problems relating to outsourcing contracts or services. Matters relating to joint and several responsibility.
- Outsourcing of Labor Legal Department.
- Labor reviews and due diligences.
- Calculation and updating of labor debts and contingencies
- Legal advisory on collective matters (representation and negotiations before Unions, Ministry of Labor, relevant business chambers, etc.)

Social Security Law and Income Tax Services

- General advisory services concerning national social security system and income tax law.
- Initial reviews of social security income and tax matters to determine weaknesses to be corrected, as well as to reduce the risks of contingencies associated in these matters. Annual follow-up reviews.
- Due Diligences. Take Overs. Syndic’s Review.
- Social security and income tax matters relating to self-employed individuals.
- Request of social security exemption in accordance with local regulations.

- Permanent consultancy and remittance of bulletins, supplementing basic auditing. Assisting “in house” professional teams.
- Advisory services for setting up companies.
- Social Security and Tax Procedures: preparation of rebuttals, response to notifications, administrative and judicial resource.
- Preparation of binding consultations for submission to the Federal Administration of Public Revenue.
- Qualified second opinion.

Immigration Services

Our comprehensive service includes the following:

- Consultancy advice regarding visa issues and requirements
- Ensuring full compliance with local immigration regulations
- Established relationships with local governmental authorities

Whether you have expatriates attending an overseas meeting or relocating abroad on a long-term basis with their families, we can advise and assist with the following:

- Business Visas
- Work Visas
- Visas for dependent’ family members
- Permanent Residence

Every day, we work in search of continuous improvement and professional excellence to serve our purpose to “understand what your organization needs and how we can assist you”.

Contacts

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