



Webinar | Doing Business in Europe

Data Privacy, Employment Law, Entity Setup and More

Speakers



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Key Considerations

Location

Footprint (Small or Large?)

Entity Setup / Activities

Finding the right talent

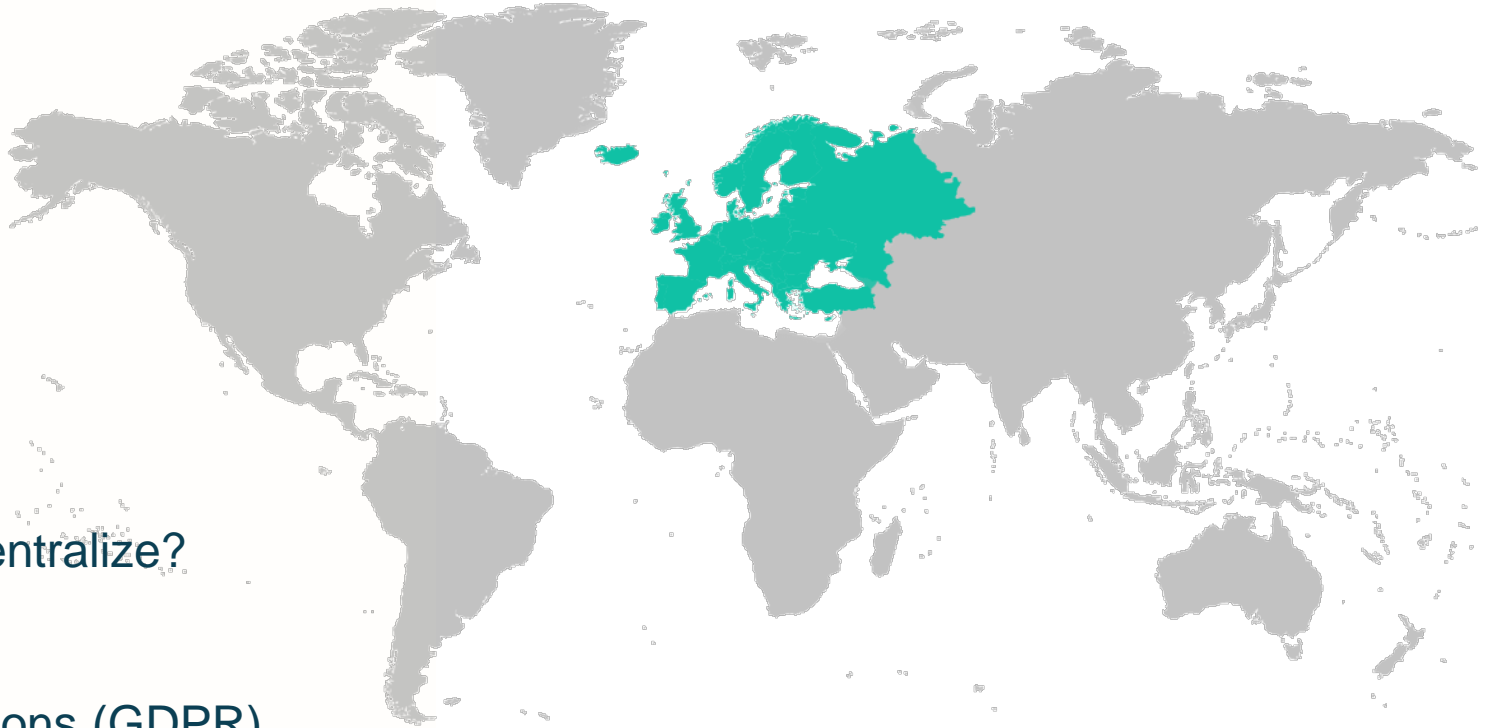
Hiring and Employment Law

Tax and Accounting Support

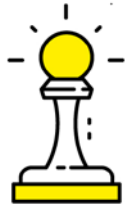
Managing a global operation – centralize?

Compliance

General Data Protection Regulations (GDPR)



Setup and Strategy



Where to?



Start up Activities

Representative Office

Branch vs. Subsidiary



Accounting Setup

Tax Considerations

Payroll Funding



Permanent Establishment
(PE) Risks

Intellectual Property (IP)
Considerations

Eastern Europe

Regional Center
(Ireland, Netherlands or Switzerland)

Company Law Compliance



Registered Office

Resident Director

Substance Over Form (Tax Structure)

Data Protection Registration

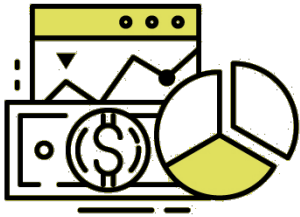
Taxes: VAT, Income, Others

Statutory Audit

Annual Reports



Accounting and Payroll



Key Filings and Deadlines

Payroll: Taxes, Computation, Reporting, etc.

Management/Statutory Accounts

Year-end Local GAAP (IASB) Accounts

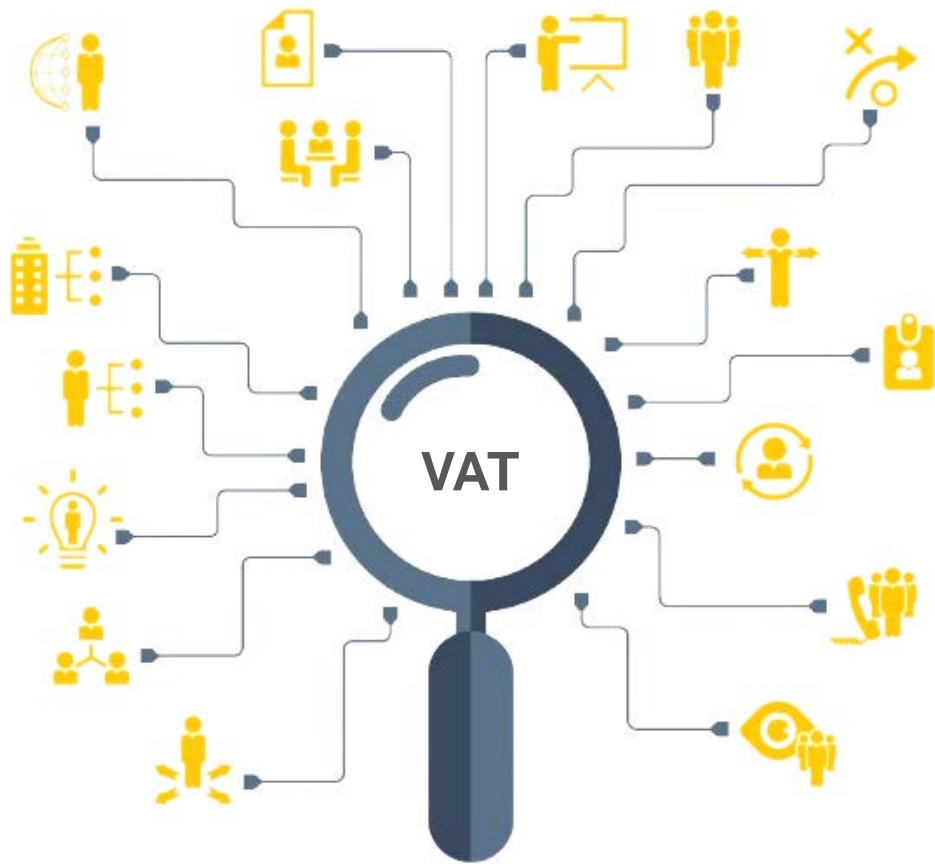
Corporate and Payroll Taxes

Stock Transaction (ESPP, RSUs, Stock Options)

AP/AR

Policy, Process, Systems Expertise

Understanding Value Added Tax



Understanding VAT, implications for US companies

VAT obligations for you and your Client

Netherlands: your logistics hub

Storage/operations of goods – Permanent Establishment issues

VAT compliance and reporting

Expect the Unexpected

Acquisitions

VAT compliance penalty

Do your homework

Management: Central vs. Regional vs. Local

EU commonalities and differences

General Data Protection Regulations (GDPR)

Headquarter support



Hiring Options



Employee

Needs legal structure (Subsidiary, Branch)
Professional Employer Organization (PEO)

Contractor

Permanent Establishment (PE)
Employment Risks

Considerations



Objectives

- Sales
- Research & Development
- Service Delivery
- Merger & Acquisition
- Other



Headcount/Functions

- Small Footprint
- Large Footprint



Speed To Hire

- Incorporation/Registration
- Bank Accounts
- Employment Contracts
- Benefits



Risk Mitigation

- Permanent Establishment
- Employment Law
- Immigration

Employment Law



Local Laws

Employment Agreements

Works Councils & Collective Bargaining Agreements

Working Time Regulations

Statutory Benefits

Supplemental Benefits

Hiring & Exiting



Background Checks

At Will Employment – DOES NOT EXIST

Termination Protection

Breach Consequences

Independent Contractor



Avoids setting up an entity

No bank account needed

Increases compliance risk, may not always be legal

Limits the talent pool

Misclassification woes

Contractors may use this to negotiate payouts

Global PEO/EOR



Hire the employee through the PEO's local entity



Locally compliant
employment contract



Expense
reimbursements



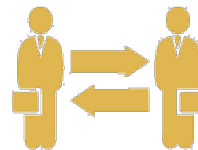
Payroll



Local compliance

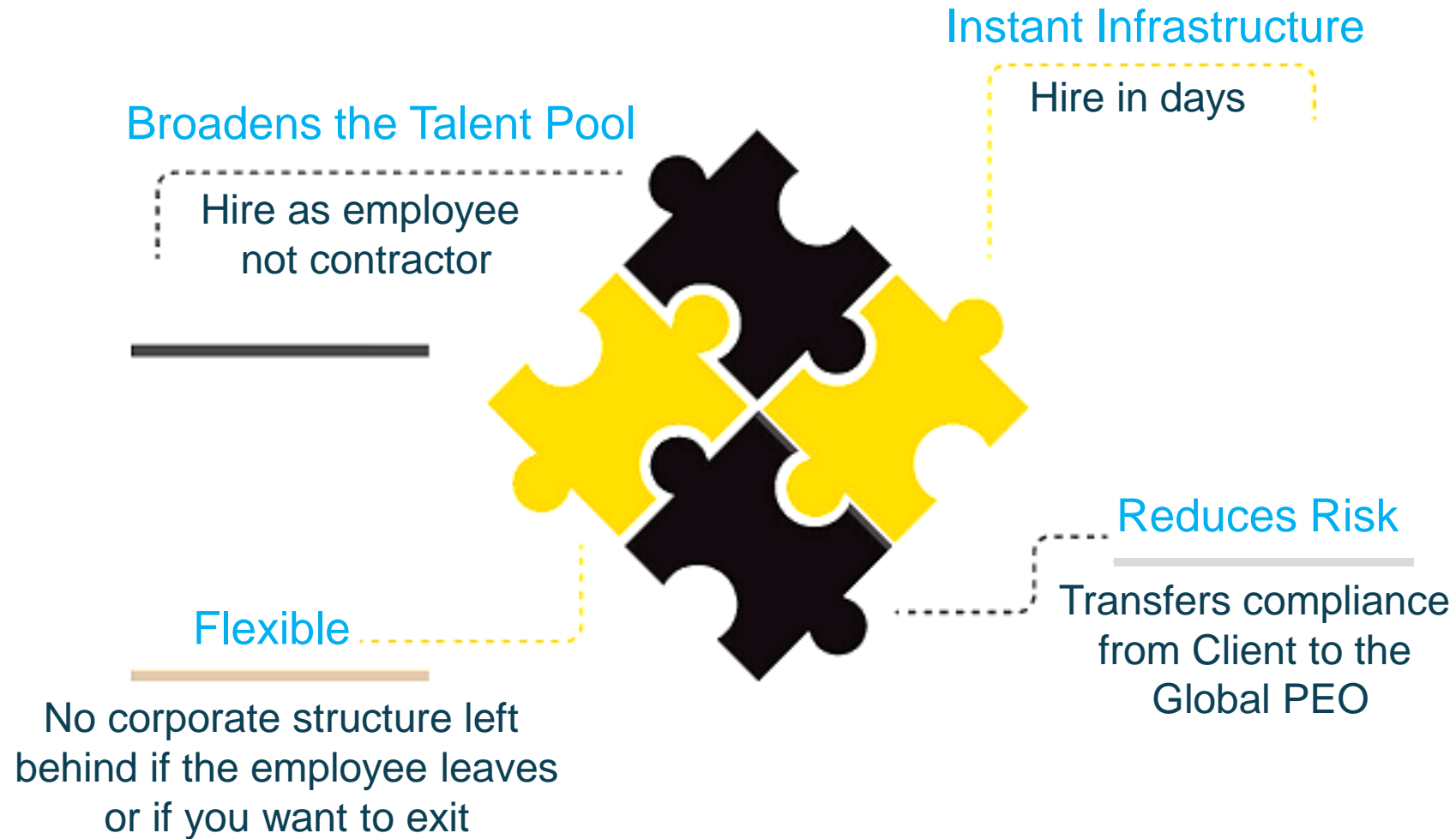


Benefits



Assign services back to the Client, so
employee “walks and talks” like the Client’s
employee

Why PEO?



The Right Fit for You

First steps/test the market
“Surprise Hires”
Long-term low volume countries
Alternative to contractors

PEO 

OR

Fast growth
Large headcount
Tax strategy/benefits
Outgrown PEO model

Entity 

Keeping Private Data Private



What is GDPR?

Intent vs Reality

Are you prepared for May 2018?

When does GDPR apply?



Implications and What You Should Do?



Need to identify basis for processing

Consent is harder to rely on

Data subject rights

Data mapping, policy and process review



Legal Impact

What's happening now?

Employment Law in the U.K.

Work permits and movement across borders

Talk to Us



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Thank You

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