

Moving You Ahead



	International Arrivals			
Flight	From	Time	Remarks	Flight
K0032	LONDON	09:20	LANDED	F24
T8402	BERLIN	09:35	LANDED	P45
H0254	NEW YORK	09:40	ON TIME	K41
M5210	PRAGUE	09:55	DELAYED	A87
K5214	BEIJING	10:05	ON TIME	A57
Z5421	SYDNEY	10:15	ON TIME	O78
C0012	PARIS	10:30	ON TIME	W25
M2100	SAN DIEGO	10:35	ON TIME	Y874

Mobility

Talent is borderless. We mitigate the risk so you can deploy your people anywhere in the world.



Delivering more value

Unmatched experience. We bring to bear more than 50 years of experience in immigration and mobility matters; other law firms have only started to catch up in the last 10 years. We also have experience and a presence in more markets worldwide, including the US, the UK, China, Hong Kong and Latin America.

Top caliber talent. Our practitioners include former top-ranking government decision-makers with national and international reputations. Our lawyers monitor and help shape the development of policy in key global jurisdictions.

Knowledge resources and tools. Through timely updates, publications and training, we alert clients to changes in relevant laws and regulations and help put proactive measures in place. We also leverage a state of the art portal to manage data exchange, provide secure tracking and real-time reporting, a files and precedents database, and a comprehensive global knowledge bank.

Competitive pricing. Integration through one firm, with a central governance model like ours, avoids redundancy in legal fees. Our competitive pricing model also creates predictability and ease of management.

Keeping your global workforce agile while reducing exposure to home and host country laws.

Heightened regulatory scrutiny over expatriate movement places your organization at greater risk for employment liability, export controls, privacy penalties, Foreign Corrupt Practices exposure and more. To stay ahead, you need sophisticated immigration strategies that are globally effective and locally compliant.

OUR FLUENCY

Innovative and globally coordinated solutions from world-leading immigration advisers.

Chambers Global ranks our Immigration practice in the top tier, recognizing the strength of our core immigration capabilities across five continents.

PLC Cross-Border Global Employment recommends our Labor and Employee Benefits practice in 18 jurisdictions — twice the number of our nearest competitor — while **Legal 500** recommends us in North America, Europe and the Middle East, Asia Pacific, and Latin America.

Baker & McKenzie has been helping leading multinationals keep their workforce nimble for more than 50 years. Our proven global service model is designed to meet your need in today's more regulated market for:

Anytime, anywhere travel. We recognize the importance of keeping your employees mobile as your organization competes for global projects and contracts across borders. Our lawyers anticipate and overcome legal obstacles in securing work and residency permits and visa requirements, and can facilitate high volume transfers anywhere you need to deploy talent.

A compliance program that reduces risk. We help manage your company's immigration requirements in ways that avoid risk across your global enterprise. We assist both pre- and post-transfer to help ensure your employment contracts are complete and enforceable, employee benefits meet needs, and tax planning is sound and defensible. With integrated capabilities across disciplines and borders, we can identify all aspects of risk for your company, in every location, and help facilitate immediate and long-term compliance.

On-the-ground support. We provide onsite coverage and coordination in each of your locations while offering a single point-of-contact. Our team of over 150 professionals has access to key decision-makers across the globe — including all the world's major financial centers — and substantial experience dealing with immigration policy worldwide.

Agile systems and 24/7 resources. We provide consistently top quality service, one-stop account management, customized IT solutions, and 24/7 access to our people and resources to help you manage your program efficiently and with ease.

Here are ways we help

“As a quintessential global player, Baker & McKenzie ... offers uniformly high-quality service regardless of where a client may be situated.”

- Chambers Global 2010

“This impressive outfit utilises its truly global network to assist multinational clients in a variety of jurisdictions. It fields dedicated immigration specialists in the world’s major cities... to deal with multiple issues on both the visa processing and the compliance sides... Its client list features a host of blue-chip companies and major corporations operating in the global marketplace... such clients sum up the team as ‘simply outstanding’.”

- Chambers Global 2009

Client care, including knowledge management and training, timely alerts on major changes in global mobility, immigration law and practice, quarterly newsletter outlining global developments, and regular seminars and workshops on a broad range of issues

Workplace compliance and risk management, including counseling, trainings, audits and litigation defense related to worksite enforcement, anti-corruption policies and practices, data protection, and related employer initiatives

Advocacy on legislative reforms and regulatory changes, and agency practices around the world

Design and implementation of programs for immigrant investors, corporate trainees, and international students to be admitted to the relevant destination country

Coordination among members of our global team to obtain visas, residence and work permits from consular offices and local agencies

Transfer of staff to existing and new multinational operations, including employees with specialist and technical skills, executives and managers and new employees hired from overseas

Large-scale transfers, including managing the immigration consequences of global reorganizations, mergers, acquisitions, RIFs, redundancies, and related restructuring

Transfer-related immigration matters, including permanent residence, citizenship and relocation of spouses and other dependents

Case management and reporting, maintaining employee records for visa renewals, provision of matter, trend, and financial reports and planning and coordination of global immigration requirements

Employment, employee benefits and taxation advice in relation to transfer of staff and auditing to ensure compliance with employers’ obligations to prevent unauthorized employment

Ancillary transfer issues, working with a range of professionals in relation to shipping of personal belongings and customs and excise duties

Establishment of new business operations abroad, including the transfer of senior personnel to establish operations, identification of suitable investment opportunities, business plan development, and related corporate and securities and taxation advice

Baker & McKenzie has been global since our inception. It is part of our DNA.

Our difference is the way we think, work and behave – we combine an instinctively global perspective with a genuinely multicultural approach, enabled by collaborative relationships and yielding practical, innovative advice. With 3,750 lawyers in 40 countries, we have a deep understanding of the culture of business the world over and are able to bring the talent and experience needed to navigate complexity across practices and borders with ease.

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