

### Build and maintain an immigration program to fit **your** needs

The ability to mobilize talent is essential to the success of today's global businesses. Moving employees across borders quickly and within budget is a formidable task considering immigration and visa requirements, tax and social security implications, data privacy mandates, employment rules, stock benefits and compensation issues, and FCPA restrictions.



Our highly experienced team provides advice from all angles, and can assist you with all of your broader mobility needs. We support our clients through the whole life-cycle of an international assignment and/or local hire to confirm that:

- Employment and assignment documentation is complete and enforceable,
- Employee benefits meet the company's needs, the needs of the employees, and the relevant legal requirements,
- Work authorization and visa requirements are met, and
- That tax planning is sound, risk/implications are identified and mitigated accordingly.

The global movement of employees is critical to any organization doing business internationally. We help clients achieve their business objectives by developing strategies to build a more globally mobile workforce.



### People-focused, Technology supported

At Baker McKenzie, we're in the people business. Global moves, while full of opportunity, can be challenging for the people involved. Our proprietary matter management system, IMMpact, helps us manage the employee and stakeholder experience from start to finish. From providing employees a place to check on their case and provide important information, to giving 24/7 access to the custom reporting options, business leaders need to plan and make decisions, IMMpact delivers the information important to each individual in real time.

[Meet our Global Immigration and Mobility Team.](#)

▶ IMMpact – The Client Experience

▶ IMMpact – The Employee Experience



### **The Global Employer: Focus on Global Immigration and Mobility**

The go-to resource for in-house counsel, human resource managers, and global relocation professionals to identify key mobility issues, ranging from business immigration and employment, to compensation and tax.



### **The Global Employer: Focus on US Immigration and Mobility**

Whether you need information about a specific US visa type, or are looking for a high-level overview of employer obligations related to the movement of foreign nationals under US immigration and employment law, this handbook covers a wide range of topics and serves as a go-to desk-side guide for US employers.



### **Global Mobility Video Series**

Easy-to-digest videos discussing key issues relevant to the management of a global workforce.

## **Developing customized programs**

Companies often find managing the global movement of people daunting, but it doesn't have to be that way with the right support. We work to understand the specific needs and culture of our clients and the industries they operate in. Our aim is to develop deep-rooted partnerships and to help build best-in-class mobility programs by:

- Reviewing current immigration and mobility related policies and practices,
- Auditing compliance records and previous immigration filings,
- Leveraging our industry expertise and knowledge of your business to devise commercially informed strategies, and
- Providing recommendations on policies and/or process improvements that achieve efficiencies and mitigate compliance risks.

## **Providing on-the-ground support**

From start to finish, we provide essential support to your employees so they get to where they are needed, when they are needed. This includes:

- Developing protocols for authorizing business travel, identifying compliance issues and helping you understand the permissible activities in any given country,
- Preparing and submitting work permit applications with immigration and labor authorities, as well as employment/assignment documentation and policies,
- Coordinating labor market tests,
- Identifying, mitigating and satisfying tax compliance risks/obligations, and implementing tax efficient strategies and cost saving opportunities, and
- Assisting with entry visas, in-country registrations, residence permits, and monitoring permit and visa expiration dates.

## **Operating with transparency and efficiency**

Businesses want consistent, practical, and value-focused advice with no "hidden cost" surprises. We strive to use cost-saving measures where possible, including:

- Delegating certain legal services and back office functions to lower-cost centers when appropriate,
- Providing access to helpful technology free of charge, and
- Creating alternative billing arrangements tailored to clients' specific needs.