

## **CROSS-BORDER EMPLOYMENT ISSUES**

### **OVERVIEW**

BCLP's Global Mobility Practice is comprised of a legal team based in the US (for the Americas), UK (for EMEA) and Singapore (for AsiaPac). In addition to our own legal team, we partner with our clients' preferred external immigration specialists to deliver a one-stop shop approach to global transfers.

Our team handles around 200 expatriate transfer matters each year, normally covering transfers in approximately 45-50 different countries.

BCLP's global footprint extends to 31 locations around the world. Where we don't have our own office, we have trusted friends we have worked with for extended periods of time. We use the same attorneys in each location for our global mobility work, so all of our extended global family of professionals operate as one team.

With true global coverage, we are able to offer our international clients unparalleled depth of knowledge on the legal aspects of expatriate transfers around the world.

### **HOW WE CAN HELP**

Each global business is different and each client's needs vary.

In response to our clients' changing needs, we offer a range of legal services for each international expatriate transfer. For example:

- high-level commoditised advice setting out key employment law, commercial tax and immigration watch-outs for specific country pairings
- individual and specific legal support focused entirely on the needs of the particular transferring employee (normally only requested for very senior executive-level transfers)

### **WHAT WE DELIVER**

For corporate clients with ongoing expatriate transfers, we typically will agree on a deliverable (content and format) first, which then can be used for all subsequent expatriate country pairings.

To facilitate our advice, we also can agree to standard-form instructions to be completed by your HR or global mobility teams (typically setting out the individual's demographic details and key

information about the foreign assignment).

We are able to include high-level legal input covering:

- the employment law landscape
- immigration issues (using our or your preferred immigration advisers)
- corporate tax (permanent establishment) issues

We also can assist with developing standard- form documents for your international transfers, such as assignment letters, giving you consistency in your approach.

Of course, for your VIP employees, you may need a more dedicated legal approach. We can provide that as well.

We will coordinate whichever resources you may need for your legal work, whether BCLP or otherwise, and coordinate invoicing so that what you receive is a one-stop shop approach to billing.

Where appropriate, we also are able to offer fixed-price charging for repeat legal services.

## **THE BIGGER PICTURE**

As attorneys, we know that the work we do on international expatriate transfers is not the whole story.

We understand that getting the paperwork right is essential, but not the only thing. The nuts and bolts of an international move are typically handled by international relocation experts. We will happily work with whomever your service provider is, to assist with any ad hoc legal work that may be required.

## MEET THE TEAM



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