



VIRTUS MIND



www.virtusmind.com

Human Resources **MANAGEMENT SERVICES**

In case your business is established where the labor law is too complicate and the labor costs not associated to the wages such as taxes are too high, we can offer you an Expat package that will allow you to save a lot of money, allow you to pay your resource more if wonted, and decrease your administrative effort to manage them. As well you can consider it as a pay as you go option.

Going global enables HR leaders to hire the best and brightest talent, but traditional expansion methods create operational challenges overseas. Now, HR teams quickly and easily hire, pay, and manage team members in new markets while maintaining compliance with local employment regulations.

You maintain day-to-day control of your team, while we manage payroll, benefits, risk mitigation, compliance, and ongoing employee support.

How it works

Virtus Mind utilizes its global infrastructure and locally compliant employment contracts to hire your workforce, and becomes their legal Employer of Record—so you can focus on running your business.

Essentially, all expatriates fit into one of four categories, according to Dowling:

- **Foreign correspondent.** An expatriate remains employed and paid by the home country employer entity while working abroad. The place of employment shifts to the host country, but there is no local host country employer entity and, thus, no in-country visa sponsor. This structure violates payroll laws in many countries.
- **Secondment.** An expatriate remains an employee of the home country employer entity but is assigned to render services to a host country entity, usually the employer's affiliate or business partner. The place of employment shifts to the host country. The home or host country entity—or both—may pay the expat, or the home country entity may pay the worker and the host country entity may issue a "shadow payroll," reporting the expat's income to authorities to comply with local laws. Then, the host country would reconcile the amount paid each payroll period with the home country employer.
- **Temporary transferee or localized expatriate.** An expatriate transferee resigns from the home country employer, moves overseas, and then is hired and paid by a new host country employer, which is often an affiliate of the initial employer but may be a third-party employer.
- **Joint employee.** An expat is simultaneously employed by the home and host country employer entities, or actively works for the host country employer entity with the home country employment agreement suspended or "hibernating." The place of employment usually shifts to the host country. The host country employer can sponsor a visa.



International PEO (Professional Employer Organization)

Businesses lower their risks and gain more control when they opt for an International PEO partner to compliantly hire overseas. This option removes the dangers of compliance issues that come with operating in a new country. This is because the startup requirements for hiring overseas are outsourced to an experienced firm. Essentially, an International PEO manages the working relationships, including independent contractors, to save your company from those expensive risks.

The one aspect of business that International PEO does not cover is it cannot hold physical assets. If your firm operates in real estate or manufacturing, you will have to establish a foreign subsidiary.

Through the International PEO model, Virtus Mind hires the employees and becomes their legal Employer of Record. You keep full day-to-day management of the employees while Virtus Mind becomes an extension of your internal HR department and manages your supported employees payroll, expenses, benefits, and ongoing employee support.



Broadly, our expat management services includes

Management: Don't let the logistics of managing global employees be a barrier to your hiring goals. Let us handle fast and compliant onboarding, payroll, and benefits administration, so you can focus on what matters most: your team.

- **Payroll:** We Provide accurate, on-time payroll to your workforce in any country, every time.
- **Visa assistance:** We can offer assistance with applications for the necessary VISA for the Expat we manage.
- **Travel:** We can arrange all Expat's travels for you included but not limited to booking flights, hotels, cars, etc.
- **Logistic:** We can manage renting of houses for expat, guest houses, etc.
- **Insurance:** We take care of any necessary insurance included but not limited to health and travel insurance.

Recruitment: We are in the middle between jobseekers and employers. We work on behalf of employers to find suitable candidates to fill vacancies. We have the relevant resources, systems and experience to provide solutions to the highest standards.

Benefits

- 1 Fast Market Entry - Don't wait months to establish an entity—get up and running in a new market in a matter of days.
- 2 Flexibility: Remain flexible with no long term commitments with employee's costs
- 3 Tax Relief
- 4 Cost savings: save up to of 60% when compared to establishing a foreign entity and ongoing maintenance costs in-country
- 5 Stress Free
- 6 Cutdown overheads costs
- 7 Risk mitigation by ensuring your company, intellectual property, and supported employees are protected
- 8 Streamlined process with a provider that manages compliance, payroll, and benefits, simplifying your international invoicing
- 9 Pay as you go
- 10 Improve efficiency and productiveness



10
reasons
why to join us!



VIRTUS MIND

London: 71-75, Shelton Street, Covent Garden, London, WC2H 9JQ, UK

Aberdeen: Cirrus Building, ABZ Business Park, 6 International Ave, Aberdeen AB21 0BH, UK

info@virtusmind.com

www.virtusmind.com

