



# Legal Services for Expats



**MERITAS**<sup>®</sup>  
LAW FIRMS WORLDWIDE



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## About Meritas

**A trusted alliance of independent law firms. Distinguished by quality.**

Meritas is an established global alliance of 175 independent, full-service, law firms operating in over 80 countries around the world, distinguished by their quality standards and selected according to a rigorous system of performance evaluation.

Meritas gives the client the advantages of access to local firms (with profound knowledge of the local market and regulation) and a truly integrated international network. Our member firms provide homogeneous high quality advice to clients across multiple jurisdictions.

The strength of the network is particularly evident when it comes to the management and facilitation of expatriate issues. Meritas is able to provide clients with in-depth advice in all legal fields, drawing on the expertise of specialists in each of the relevant practice areas.

## Meritas Global Tax Group

### Our Expatriate Services

The main legal expatriate services provided by Meritas include the following:

- Analysis of the most adequate employment agreement for expatriates on the basis of their specific circumstances (i.e., sector in which they carry out their activities, geographic focus, duration of relocation, etc).
- Definition, if applicable, of stock option plans for expatriates.
- Counsel on Social Security contributions in both the origin and destination countries.
- Advice on immigration and work permits and, depending on the jurisdiction, representation of expatriates before the corresponding authorities in the origin and destination country to obtain the relevant permit(s).
- Design of the most efficient tax structures for both the employer and the expatriate.

### Related Legal Expertise

- Implementation of the most adequate legal structure for the provision of services in the corresponding jurisdiction (corporation, branch, representation office) as well as ancillary advice on corporate mandatory regulation (i.e., corporate governance, corporate compliance, etc).
- Counsel on real estate and financing issues related to the legal structure implemented (i.e., lease, purchase, options, etc).
- Advice on general contract law in the day-to-day activity of the legal structure.
- General tax advice regarding both the mother company and the relevant dependant legal entity (i.e., transfer pricing, intercompany transactions, tax optimisation, etc).

## Summary

Meritas offers through its network of local firms truly integrated cross-border advice specific to the needs and issues that surround expatriates, drawing on dedicated expertise in each of the jurisdictions in which we operate.

The Meritas expatriate services portfolio provides clients with an opportunity to centralise and coordinate their needs across over 80 jurisdictions utilising expert local know-how.

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Information can also be obtained from the alliance's headquarters.

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