



PeopleLogik

From The Briars Group

**INTERNATIONAL
MOBILITY
SERVICES**



The past decade has seen a massive take-up of Professional Employer Organizations [PEO] with more than 3 million employed through this route in the US alone, let alone on the global stage!

In the US, those using PEO adopt *shared employment* arrangements effectively outsource their people for payroll, HR and benefits management with the corporate retaining all remaining employment relationships.

In an era of ever increasing compliance costs relating to payroll and benefits, the option to use PEO is clear. Hence its growth on the international market.

What happens when you want to replicate the US approach in other locations?

Can you create **shared employment**?

In short - **No!**

So - what can you do?...



Employing folks located outside the your home territory means that, depending upon what they do and where you choose to locate, you will create a taxable *presence* – sooner or later.

Presence – just a few implications (not exhaustive)

- Local country corporate entity
- Statutory filings
- Local corporate taxes
- Local payroll taxes and benefits
- Corporate insurances
- Transfer pricing agreements
- Local banking requirements
- Local resident company directors
- Local resident shareholders
- Placing Parent corporate financial data on open registers
- Professional fees
- Direct exposure to local country liabilities
- Costs and retentions on closure/due diligence/exit



LET'S KEEP IT SIMPLE...

PeopleLogik is an intrinsic part of The Briars Group and has been a core business solution for our international corporate clients for over 25 years.

Through **PeopleLogik**

- We are already on the ground in your chosen territory
- We employ the folks directly and exclusively
- There is no shared employment
- You can test the market and move forward with your plans
- These are our folks so we are liable – not you
- You leave no employment footprint
- You are protected from direct risk
- You can exit the territory quickly and simply

Note that our tax specialists will monitor your commercial activities and flag up if and when you trigger taxable presence. Until that time, PeopleLogik is effective in extending your foray into new markets.



SO WHY USE US?

Operating in the global market for the last 30 plus years, we retain international experience in providing local country compliance for our corporate clients across many countries.

Our focus is to ensure that you are:

- compliant
- low risk
- prepared for due diligence
- supported by a happy workforce

By using **PeopleLogik** we ensure that you maintain

- a seamless, effective business solution
- one-stop solution for your overseas endeavours
- rapid start-up and shut down
- zero employer liabilities
- zero headcount
- zero local compliance



AT A GLANCE...

The main differences

	Traditional PEO	PeopleLogik
Shared Employment	✓	
Sole Employment		✓
Increasing Headcount	✓	
Zero Headcount		✓
Local Country Employees	✓	
No Local Country Employees		✓
Provision of Benefits, Payroll and HR management	✓	✓
No Tax Presence Monitoring	✓	
Tax Presence Monitoring		✓
Limited Local Country Cost Center Services	✓	
Full Local Country Cost Center Services		✓
Full Exposure to Taxable Presence	✓	
Minimal Exposure to Taxable Presence		✓



FANCY A CHAT?...

We would love to talk through your questions and concerns with you and to help you to shape your thoughts.

Whether you are looking to step into a new territory or to cut your costs – just drop us an email.

Our teams on the ground comprise of experienced professionals across HR, tax, legal, banking, accounting, corporate compliance and corporate governance who, over the last 30+ years, have built up a substantial knowledge bank.

Please reach out to us at:

peoplelogik@briarsgroup.com

info@briarsgroup.com

and ask for the **PeopleLogik** Team!

WHO ARE BRIARS?

We are the preferred team to support entrepreneurial businesses and corporate enterprises with international requirements.

Since 1991, we have provided high-quality services across the fields of People, Finance, Tax, Governance, Compliance and Administration.

We offer a seamless turn-key compliant solution tailor-made to fit your needs so that you can focus on business objectives.

We love our clients and what they do, and hopefully you will enjoy working with us.

Your success is key to our continued growth!

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