

An aerial photograph of a city, likely Rio de Janeiro, featuring a prominent cable-stayed bridge with two tall towers and a complex highway interchange with multiple overpasses. The city skyline is visible in the background under a bright blue sky with scattered clouds. The foreground shows a multi-lane highway with cars and a bus.

**GLOBAL
UPSIDE®**

Virtual Open House

Brazil: Ask an Expert

July 18, 2018



Welcome to the Webinar

A copy of the slide deck and recording of the webinar will be emailed to you.

Please send us your questions via the chat window at anytime during the webinar.

Panelists will answer all questions during the Q&A.

Share your comments, feedback, questions at marketing@globalupside.com.

Panelists



Ragu Bhargava
Co-Founder and CEO



Andrew Wilson
VP, Strategic Accounts



Nathan North
Director, Global Payroll

About Global Upside

Founded in 1999

HR, Payroll, Accounting in 100+ Countries

Single point of contact in your time zone with 24/7 support

Serving startups and established multinationals Clients including: Zillow, Blue Origin, IBM, Quest Software, SonicWall, Vitamix, Aclara, Aruba/HP, Viptela/Cisco and many more.

Brazil: Key Considerations

Legal Entity Setup

Branch | Subsidiary (Ltda.)

Hiring

Right to work

Company Law Compliance

Resident Directors | Brazilian Society Administrators (BSA)

Accounting

Local accounting and record keeping requirement | Everything must go through the government system

Compliance & Tax

Monthly, quarterly, annual requirements for filings and payments

Brazil: Key Considerations

Employment Options

Contractor | Professional Employer Organization (PEO) / Employer of Record (EOR) | Subsidiary

Employment Contracts

Bi-Lingual (Portuguese) | Work Time Regulations | Termination Protection | Breach Consequences

Benefits

Statutory | Supplementary | Customary

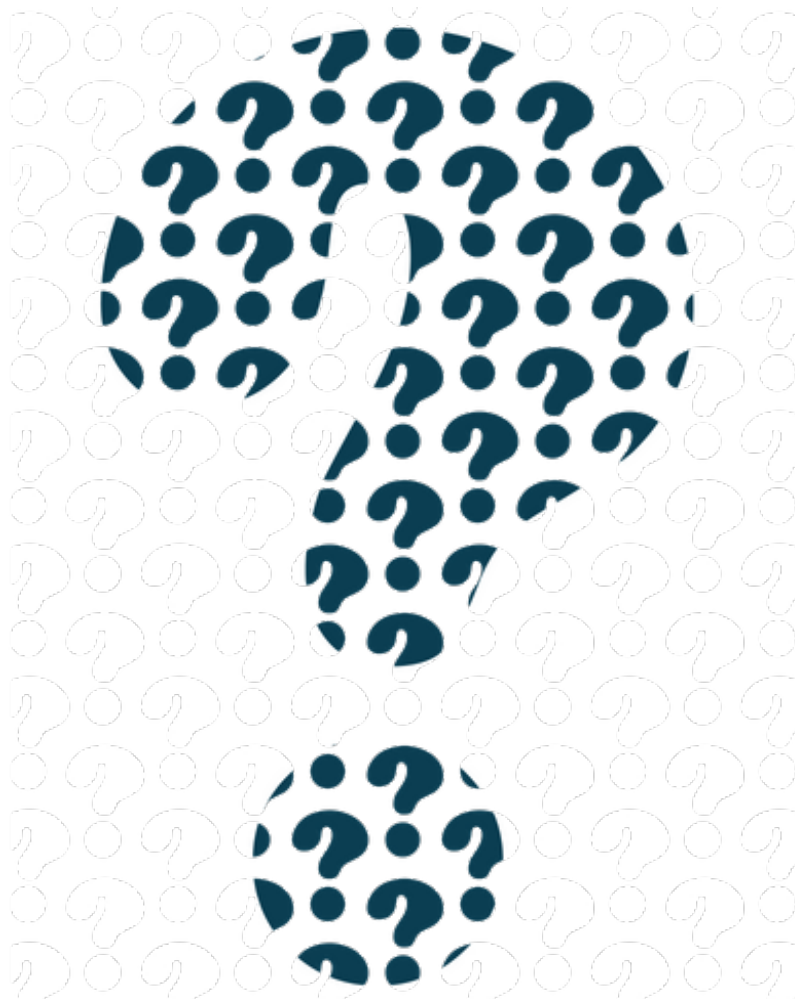
Payroll

Computation | Taxes | Payroll Reporting

Hire to Retire

Staffing | Ongoing Workforce Management | Global Workforce Visibility

Questions



How to use a PEO (professional employee organization) in Brazil?

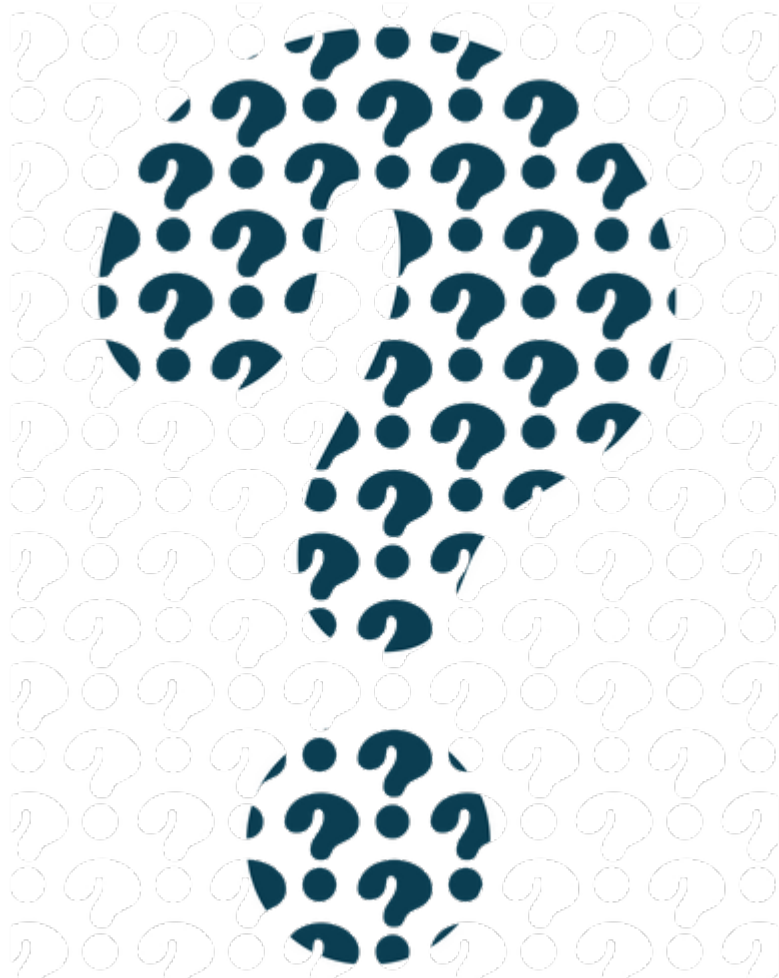
What are the key laws / regulations? The material differences in Brazil vs. US?

Can you address the requirements to pay for employees commute and lunches?

What is the process for dismissal?

What severance is due in case of dismissal not for cause?

Questions



What is involved when closing a business?

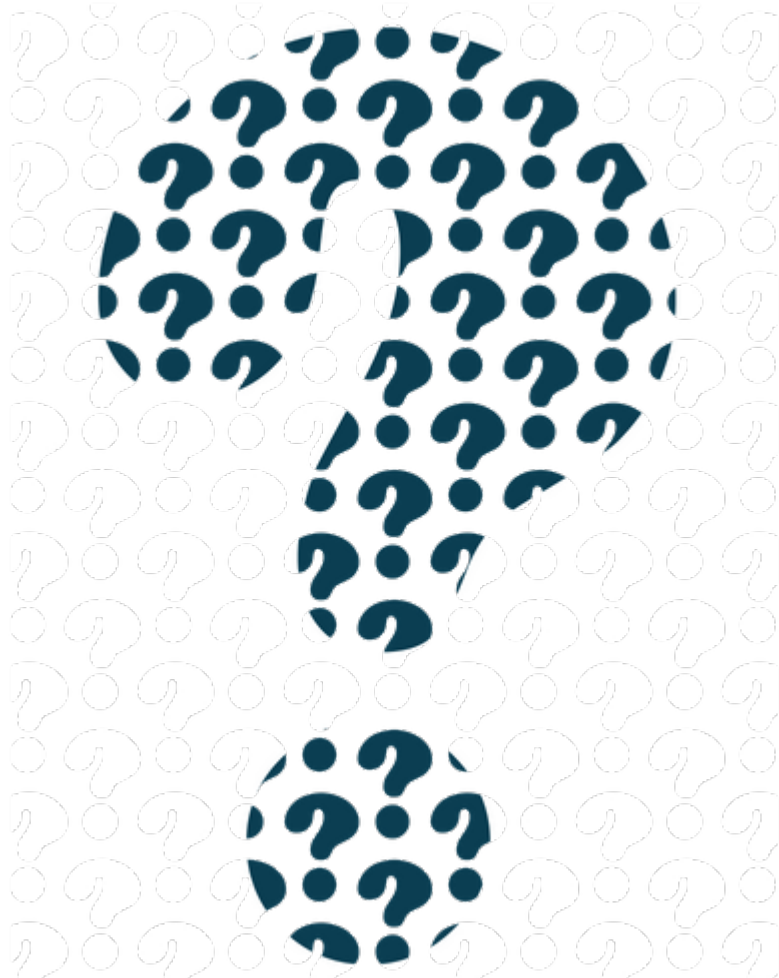
What are unique items to consider when thinking about setting up an operation?

Are options taxed at exercise or issuance?

Can we have someone work in Brazil for 2-3 weeks?

What are the benefits/dangers/considerations in this country?

Questions



Can you please provide highlights of the recent labor reform law as it relates to common issues with HR and Payroll?

How are employers handling the change in labor laws?

What are general work permit requirements?

As a contracted US company, what are the employment laws that foreign employees need to abide with when working on a project in Brazil?

Talk to Us



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Thank You



If you have additional questions please email marketing@globalupside.com or call +1 408-913-9130

We will be responding to all unanswered questions via email.