



**GLOBAL
UPSIDE®**

Virtual Open House

Europe, Middle East, and Africa HR and Payroll:
Ask an Expert

June 27, 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 & 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.

Employment Options

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

Employment Contracts

At Will – Does not exist | Work Time Regulations | Termination Protection | Breach Consequences

Benefits

Statutory | Supplementary | Customary

Payroll

Computation | Taxes | Payroll Reporting | Data Privacy

Hire to Retire

Staffing | Ongoing Workforce Management | Global Workforce Visibility

EMEA Complex Countries



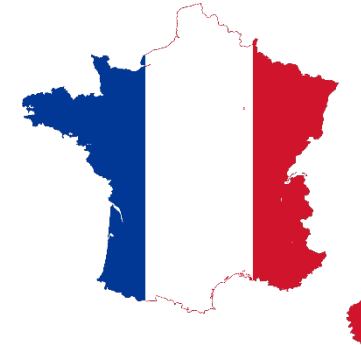
Germany

Increase in protection against dismissal requirements.
New maternity protection act.
Limitation of work time increased.
Representative body for the severely disabled employees.
Work councils and payroll systems.



UK

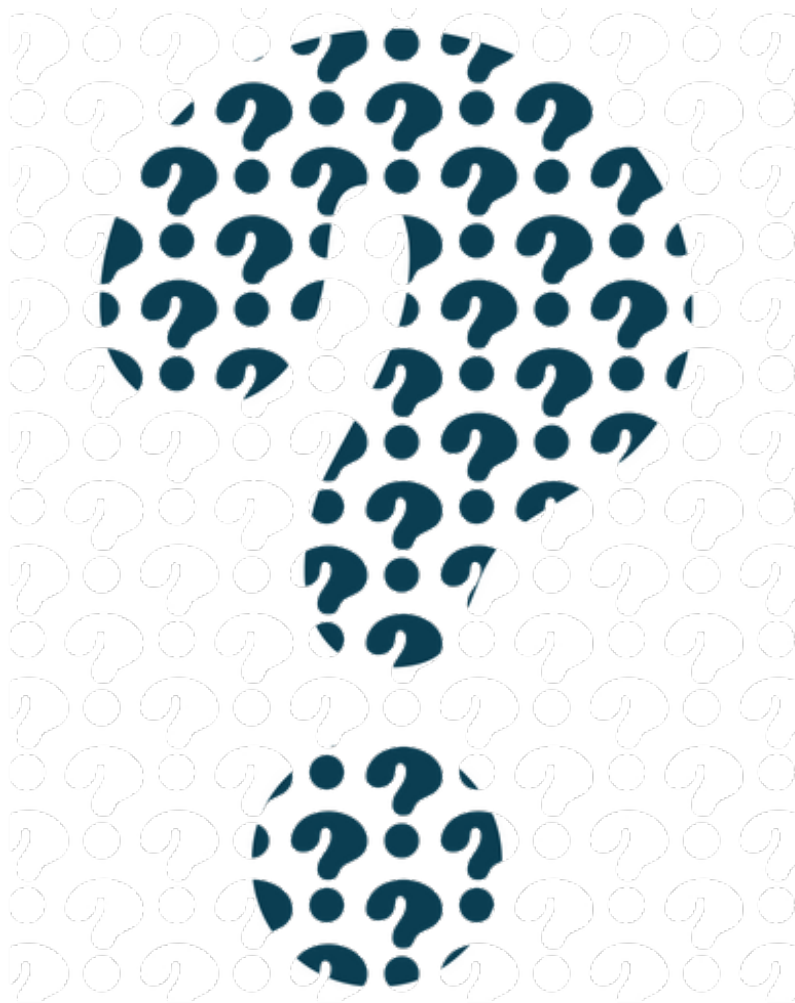
Brexit preparations.
Gender pay gap reports.
Provision of attorneys to advise terminated employees.
Garden leave.
Pension and in-country bank accounts.



France

Statutory work hour limits and time tracking. (All employees including execs)
Increase in statutory dismissal indemnity and severance payouts.
Collective bargaining agreements prevail over employment contracts.
Government proposed changes to work rules.
Statutory benefits procurement.

Questions



May an employer insist on employees obtaining medical insurance as a contingency of employment?

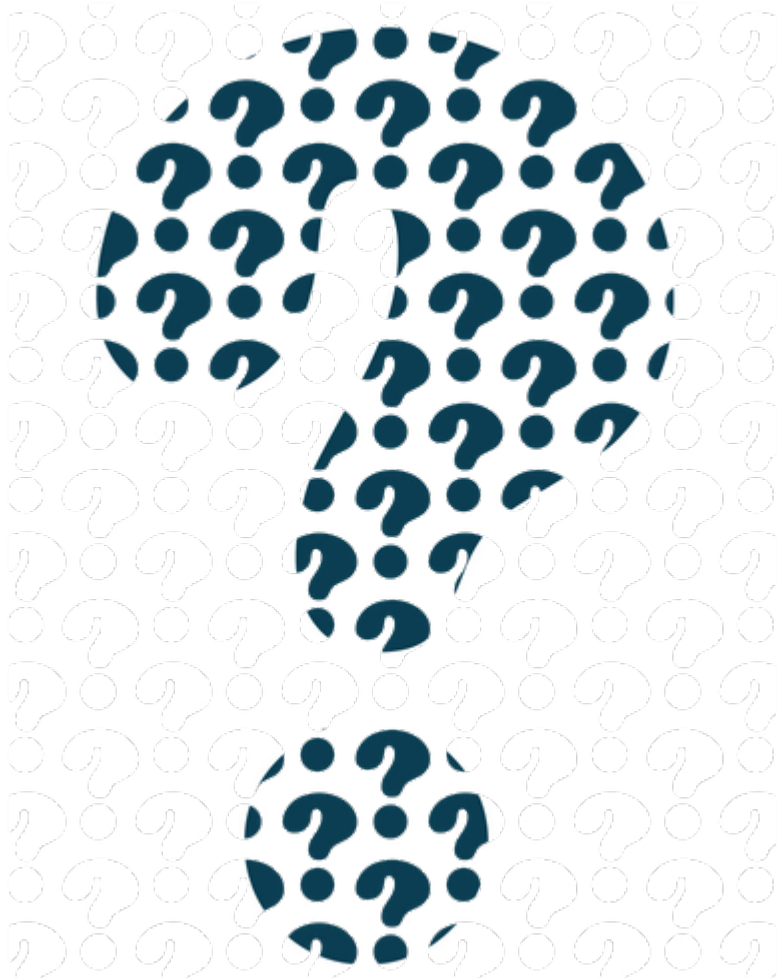
What is the rule for the Czech Republic's taxation on gifts from employers?

I would like to understand any possible double tax implications as a UK company employing people and paying employment taxes in Greece.

A UK employee wants to use their own pension. How do you set it up to make it compliant with the government pension requirements?

What are the payroll rules particularly for London and Luxembourg?

Questions



What is the competitive primary and secondary caregiver leave policy? What added benefits are companies offering?

How are UK and the Netherlands taxes calculated?

I would like to know more about the EU-GDPR compliance regulations for U.S. companies.

Do you have to pay out rollover holiday if they haven't been used by a certain time the following year?

Can you please let me know what the process looks like of opening a permanent office space in London, UK? We are a Canadian company.

Questions



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 pre-submitted questions via email.