

360° SECONDMENT

A person is walking across a tiled floor, pulling a dark suitcase. The image is overlaid with a semi-transparent grid pattern. The person is wearing light-colored trousers and dark shoes. The floor tiles are light-colored with dark grout.

CHALLENGES

Worldwide legal employment regulation is becoming ever more complex, requiring companies acting on a global scale to continually strive for higher levels of compliance.

In this complex world, managing staff on secondment requires an increasingly in-depth knowledge of employment regulation, global tax, social security and immigration rules.

The challenge for HR departments in global companies is to not only administer staff in their host countries but also be aware and act on the huge amount of regulatory developments that govern their staff working and living abroad.

Seconded employees expect their employers to provide them with the fullest support to enable them to fulfil their assignment.

Statistics tell us that the cost of a failed overseas venture averages \$0.5 million and for any organization, Global Mobility is a huge investment. It is critical that the return on that investment is maximized.

SOLUTIONS

Dealing with matters proactively before they arise is imperative and is the hallmark of good organization. We enable global companies to foresee potential risks prior to relocation by ensuring full compliance with local regulation at the planning stage of a secondment.

This requires insight, dedication and often experience in high level legal and tax advice.

We provide sustainable legal solutions and comprehensive support packages for any employer assigning a member of their staff to a foreign venture. From the formation of the contract, which acts as the framework of the secondment, to being fully observant of local regulation ensuring compliance during and until the end of secondment, we take care of everything.





MORE THAN JUST REGULATORY AFFAIRS

Seconded employees are key to the success of any foreign assignment. To benefit in full from the appointed employee, the company requires compliant contractual foundation and administration.

By providing this, we remove all unnecessary concerns for the HR department during secondment.

Our participation means that our clients spend more time focusing on core business needs and motivating seconded employees to maximize the opportunity that the assignment presents.

IPM and Bech-Bruun together, cover all secondments on a 360° scale by enabling our clients to benefit from our joint expertise and access our world-wide network of global partners working with companies and their employees abroad.

We have the expertise to advise on:

- Global Mobility policy review and development
- Legal compliance prior to, during and on expiry of the secondment
- Global compensation, remuneration and benefits
- Global Mobility administration, coordination, relocation and support

GLOBAL VENDOR MANAGEMENT

IPM and Bech-Bruun are proud to work in partnership with many international and global clients including Alfa Laval Corporate AB, Coloplast A/S, Rockwool International A/S and the B. Braun Medical group.

IPM is a specialist provider of Global Mobility and international assignment management services, providing a highly technical consultancy and advisory service to clients in support of their existing HR Teams.

We handle overseas staff placements for companies around the world and are currently handling assignments in over 50 home and 60 host countries. Our client base ranges from listed companies through to smaller companies needing to manage one-off projects.

IPM's service involves managing all aspects of a clients' Global Mobility programme, from development or review of their Global Mobility policy, audits of existing assignees to ensure compliance with international tax,

social security and immigration requirements, through to the end-to-end arrangement and management of assignments, from initialization to repatriation.

In Denmark IPM is working with *Tang People Mobility*, who offer all-round analysis of the relevant operational, organisational, strategic and people elements within global mobility management.

Tang People Mobility's experience is based on working in international organisations like Novo Nordisk, Danisco/Dupont and Carlsberg.

Bech-Bruun is among the leading law firms in Denmark. From our offices in Copenhagen and Aarhus, we provide advice on all aspects of corporate and commercial law.

Our clients include national and international enterprises, organizations and public authorities to whom we provide customized interdisciplinary advisory services.

We have a strong international focus and benefit from our extensive cross-border network and vast international experience, which we bring to bear on solving the needs of our clients in Denmark and abroad.

Through IPM and Bech-Bruun's partnership, our clients will have unique access to the combined and extensive experience and business opportunities within the respective areas of the cooperating businesses.

IPM's comprehensive Global Mobility management services have been created around cost reduction whilst adding value by streamlining ways to address international mobility needs.

IPM's comprehensive package includes policy development and benchmarking, immigration and relocation, and support throughout the assignment encompassing payroll, tax and social security compliance. IPM's deep understanding of many countries and their cultures and legislation is the key advantage to their many global clients.

Bech-Bruun's Chinese Desk offers direct access to Chinese lawyers and business partners, Bech-Bruun's experts offer legal advice for expatriates on private law implications in Denmark and Bech-Bruun Dealroom, a virtual forum in which the client's documents can be uploaded and stored in their most recent versions are all of profound benefit to Bech-Bruun's clients.

CLIENT STATEMENTS

IPM has been our partner for over 10 years and act as an integral part of our corporate HR function when it comes to managing our 120 ongoing international assignments in some 35 countries worldwide.

IPM's knowledge and expertise in the area as well as the quality of service have contributed to a more streamlined and consistent process, made our organization more compliant and reduced our administration costs.

They are professional, reliable and provide speedy and accurate information both when it comes to the day-to-day delivery and the benchmarking of our policies.

IPM has over the years proven to be excellent value for money and I am happy to recommend them to prospective new clients.

Gabriella NagyOlofsson
Compensation and Benefit Manager
Alfa Laval Corporate AB



We have been working with IPM since May 2010. During that time we have developed a good and effective relationship between our two companies. IPM has consistently delivered what they promise and are highly responsive.

Bjørn Junker
Head of Compensation & Risk
Coloplast A/S



During our work with Bech-Bruun we have experienced their team as dedicated, providing B. Braun with swift replies and individualized solutions, in particular in relation to B. Braun's international contract assignments.

*Marlene Honoré
Manager, Shared Services
B. Braun Medical A/S*



IPM is our valued partner in mobility matters. Their expertise in the administrative process supports our organization globally in order to provide our assignees, line managers and HR with the best service and know-ledge possible.

Their help in the development of our policies has been substantial and ensures that we are offering international assignments at a competitive level. In addition, our IPM contact always responds fast and efficiently with kindness and a good understanding of our company.

*Inge Marie Ringgaard
Vice President
Group Human Resources
Rockwool International A/S*





CONTACT

BECH-BRUUN



METTE KLINGSTEN
Partner
T +45 72 27 35 20
E mkl@bechbruun.com



MICHAEL MØLLER NIELSEN
Associate
T +45 72 27 34 14
E mmn@bechbruun.com

Denmark
Copenhagen · Aarhus
T +45 72 27 00 00

www.bechbruun.com

IPM



ALAN BENTLEY
Managing Director
T +44 (0)845 458 5643
E alan.bentley@ipmglobalmobility.com



DAVID KITCHEN
Chairman
T +44 7952 286 686
E david.kitchen@ipmglobalmobility.com



BETTINA TANG
Business Partner
T + 45 20 29 61 81
E btang@tangmobility.com

United Kingdom
Cambridgeshire
T +44 (0)845 458 5643

Denmark
Vallensbæk Str.
T +45 30 64 10 61

www.ipmglobalmobility.com

OUR OFFICES

Copenhagen

Langelinie Allé 35
2100 Copenhagen
Denmark

Aarhus

Frue Kirkeplads 4
8100 Aarhus C
Denmark

T +45 72 27 00 00

F +45 72 27 00 27

E info@bechbruun.com

www.bechbruun.com

Shanghai

China Representative Office
Suite 2630 26/F, New Town Center Building
83 Loushanguan Road
Shanghai
China

T +86 (21) 31 33 26 00

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