



**GLOBAL  
UPSIDE®**

# Virtual Open House

**France: Ask an Expert**

August 1st, 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](mailto:marketing@globalupside.com).

# Panelists



**Mary Lemons**  
VP, Human Resources



**Andrew Wilson**  
VP, Strategic Accounts



**Nathan North**  
Director, Global Payroll

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## 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.

# France: Key Considerations

## **Legal Entity Setup**

Representative Office/Liaison Office | Branch | Subsidiary (SAS, SARL, SA) | Non resident employer (NRE)

## **Company Law Compliance**

Resident Directors | Matriculation

## **Accounting**

Statutory Accounts

## **Compliance & Tax**

Quarterly and annual requirements for filings and payments | VAT | Income Tax

## **Employment Options**

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

# France: Key Considerations

## **Employment Contracts**

Work Time Regulations | Termination Protection | Breach Consequences | Collective Bargaining Agreement | Works Council

## **Benefits**

Statutory | Supplementary | Customary | Collective Bargaining Agreement

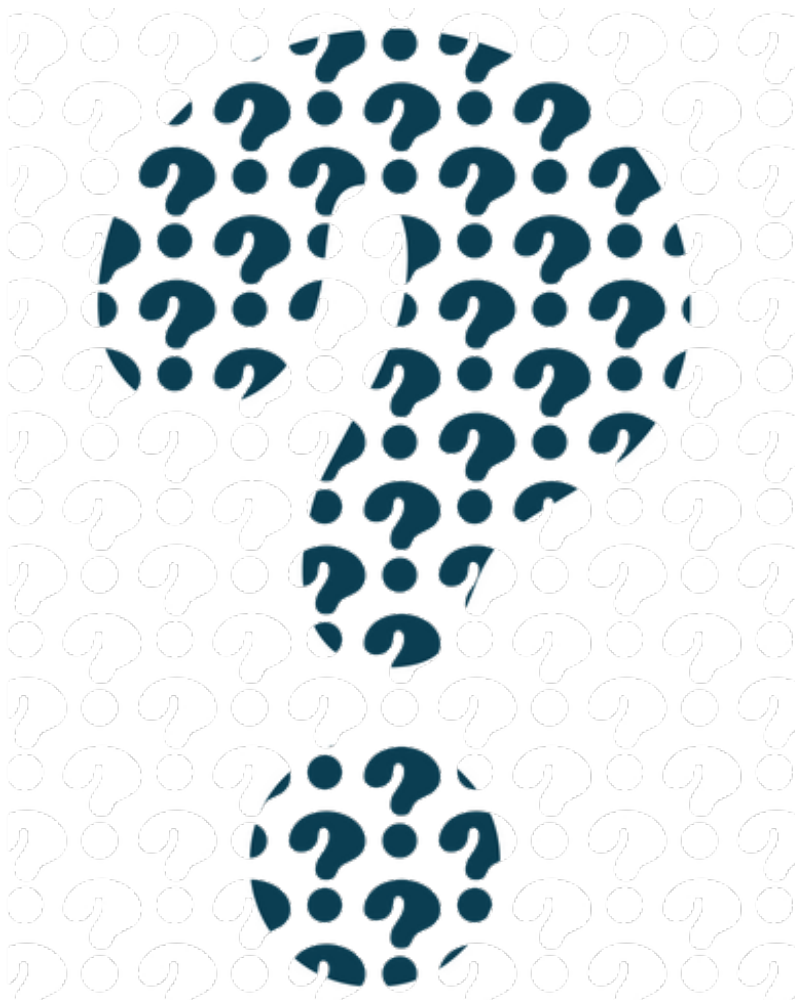
## **Payroll**

Computation | Taxes | Payroll Reporting | Data Privacy | Matriculation

## **Hire to Retire**

Staffing | Ongoing Workforce Management | Global Workforce Visibility

# Questions



What are the time tracking requirements?

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Guidance in translating and understanding the employer and employee payments when processing payroll?

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Who are the payroll, HRIS, ATS, and other systems vendors that can handle global clients, including France?

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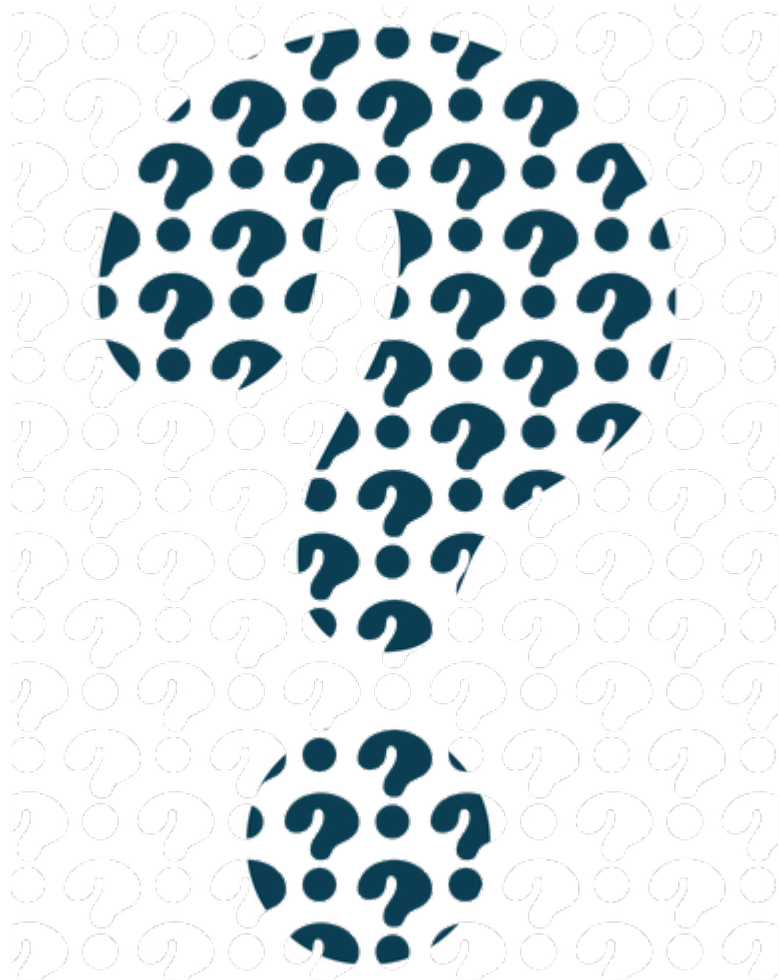
Reduction of working time (RTT)- how is this calculated and paid out? How is the vacation accrued and paid out?

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How do we handle unused vacation hours at year-end (i.e., allow a set period of time to use or just cancel them)? Notice requirements?

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# Questions



I'm interested in general employment matters in France. Fixed-term vs indefinite, contractors and terminations.

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How do you determine collective bargaining agreements and understand the employer's requirements such as length of probation, notice, etc?

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Why do URSSAF Deductions that are on employee slips not always match the final quarterly amounts that must be paid?

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Are options received in an employee recognition program taxable? If so, at issuance or upon redemption for rewards?

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

# Talk to Us



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# Thank You



If you have additional questions please email [marketing@globalupside.com](mailto:marketing@globalupside.com) or call +1 408-913-9130

We will be responding to all unanswered questions via email.