

F&L Services for International Companies

There are a number of initial considerations which the majority of companies will have to address (regardless of their market sector) when expanding overseas. Our services are designed to help and include:

Strategy, Structure & Market Entry

- Company Registration & Directors' Duties
- Banking Services
- Tax Structuring
- Strategic Planning & Financial Modelling
- Transfer Pricing
- Intracompany Agreements

Global Mobility

- Cost-Effective Assignment Policy Creation
- Cost of Living Allowance Calculations
- Expatriate Tax Advice & Compliance
- Tax Equalisation or Protection
- Tax Return Completion & Filing
- Pre-Departure Social Security Analysis & Reporting
- Stock Option Alignment for Global Workforces

Employee Benefits, Reward & HR

- Pay & Benefits Benchmarking
- Remuneration Planning, Employee Equity, Stock & Incentives
- Pensions & Auto-Enrolment Services
- Healthcare, Dental, Vision & Travel Insurance
- Life Assurance & Disability
- Workers' Comp/Employers' Liability
- Employment Contracts & Handbooks
- HR Support, Secure Employee Record & Compliance Management

Payroll

- Payroll Compliance including Filings
- Paid Time Off Tracking & Salary Sacrifice
- Expenses Advice & Payment Management

Tax & Accounting

- Corporation Tax & Value Added Tax (VAT) Advice
- Planning & Compliance
- Personal Tax Advice & Compliance
- Enterprise Investment & Stock Plan Advice
- Financial Reporting
- GAAP & IFRS Compliant Audit
- Virtual CFO Advice & Services
- Tailored Reporting, Payment & Income Management
- Credit Control & Debt Collection
- Treasury Management

IT & Communications

- Remote & Onsite Support
- Local Mobile Devices & Telecoms
- Hardware & Software

International Expertise

Founded in 1992 in Central London in the UK, F&L has a wealth of experience in providing tailored advice to international companies and their employees. As well as our offices in San Francisco and London, we also offer a Multi-territory Coordination Service to ease the burden of managing operations across borders.

Local Knowledge, Global Reach

Our Global Expansion experience incorporates Australia, Austria, Belgium, Brazil, Bulgaria, Canada, China, Denmark, Dubai, Finland, France, Germany, Greece, Hong Kong, Hungary, India, Ireland, Israel, Italy, Japan, Jordan, Korea, Lithuania, Luxembourg, Macedonia, Mexico, Netherlands, New Zealand, Norway, Poland, Portugal, Romania, Russia, Singapore, South Africa, Spain, Sweden, Switzerland, Turkey, UK, Ukraine & USA.



Whatever the issues are, we have a track record of providing practical, valuable, straightforward advice for clients.

Multilingual

Our team includes native speakers of languages including Afrikaans, Bengali, French, German, Greek, Gujarati, Hindi, Korean, Mandarin, Polish, Romanian, Russian, Slovak, Spanish, Tamil and Urdu who are familiar with the difference between cultural and business environments.

Award Winning

The team has been shortlisted and won a series of awards throughout recent years, which is testament to the depth and breadth of knowledge and expertise our staff possess.

Supporting the Government

We work closely with a number of government organisations including various Chambers of Commerce in the UK and overseas including British American Business and the US Commercial Service.

We are members of London & Partners and UK Department for International Trade's Advisory Network (UKAN) and the Global Entrepreneur Programme (GEP) to help highlight why the UK is an ideal destination to do business.

For more information, email: info@fitzandlaw.com