

## ANYANYWHERE Advisory

Work beyond boundaries.

Operate anywhere - safe, simple, seamless.

GlobalWorkEnablement  
for Organizations & Professionals  
operating anywhere

1. Management und Koordination Aktivitäten zum Aufbau eines erfolgreichen und nachhaltigen Geschäfts oder Arbeitsplatzes im Ausland:
  - Gestaltung rechtlicher und vertraglicher Rahmen
  - Winning und Bindung geeigneter Mitarbeiter
  - Etablierung eines adäquaten und stabilen Betriebs
2. Betreuung deutscher Unternehmen, die international tätig werden möchten sowie internationaler Unternehmen, die in Deutschland aktiv werden möchten
3. große Expertise in internationalem Steuerrecht, Arbeitsrecht und in Global Mobility-Prozessen
4. globales Netzwerk von Experten und Fachleuten, die im Bedarfsfall hinzugezogen werden.

SETUP  
'WORKING  
ANYWHERE'  
CONCEPT

SETUP  
INTERNATIONAL  
MOBILITY

SETUP INDIVIDUAL  
COUNTRY

SETUP WORKING  
CONTRACTS

ADDITIONAL  
SERVICES

## GlobalWorkEnablement for Organizations & Professionals operating anywhere

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### SETUP 'WORKING ANYWHERE' CONCEPT

Erstellung Case  
for 'Working anywhere'

- Telling the Story
- Creating the MindSet
- Integrating in Company  
Communication

Setting the Base  
for 'Working anywhere'

- Befähigung  
Organisation + People
- Definition Do's + Don'ts
- Professionalisierung  
Communication und  
Collaboration Prozesse +  
Tools
- SetUp hybride Onboarding  
+ Learning Prozesse

### SETUP INTERNATIONAL MOBILITY

Consulting für

- Daily Business  
International Mobility (IM)
- Setup adequate und stabile IM  
Operations + Prozesse

Review/QuickCheck aktuelle

internationale 'Working  
Assignments' + Konditionen  
conditions including

- Permanent Establishment (PE)
- Immigration Law
- Income Tax
- Social Security
- Labour Law & People  
Management

### SETUP INDIVIDUAL COUNTRY

Erstellung Cases

- Workation@abroad
- HomeOffice@abroad
- Project@abroad
- Foundation@abroad

SetUp Legal + Contractual  
Framework für:

- Permanent Establishment (PE)
- Business Licenses &  
Corporate Tax
- Immigration Law &  
Registration Requirements
- Income Tax
- Social Security
- Labour Law

### SETUP WORKING CONTRACTS

Erstellung kunden-spezifische  
Contract Templates

- in allen gängigen Sprachen
- für alle Zusammenarbeits-  
modelle und Vertragsarten

### ADDITIONAL SERVICES

- kundenspezifische  
International Mobility  
Cases (IM)
- TransferPricing  
Tax Consulting

International Mobility – SetUp International Country

CHALLENGES	Permanent Establishment (PE)	Immigration Law	Income Tax	Social Security	Labour Law & People Management
<b>USE CASES</b>					
<b>WORKATION</b> privately motivated temporary/limited stay abroad	no way	to be done – • by employee • ideally supported by the company	no way	• ideally to be avoided • solved via A1	to be considered – • briefed by company • committed by employee
<b>HOMEOFFICE ABROAD</b> privately motivated regular stay abroad	no way	to be done – • by employee • ideally supported by the company	to be avoided	• ideally to be avoided • solved via A1	to be considered – • briefed by company • committed by employee via contract
<b>LIVING ABROAD</b> privately motivated permanent stay abroad	to be avoided	to be done – • by employee • ideally supported by the company	to be done	to be done	to be considered – • briefed by company • committed by employee via contract
<b>BUSINESS TRIP ABROAD</b> business motivated temporary/limited stay abroad	to be avoided	to be done • by the company	to be avoided	• ideally to be avoided • solved via A1	to be considered – • briefed by company • committed by employee via contract
<b>PROJECT ABROAD</b> business motivated regular stay abroad	to be avoided	to be done • by the company	to be avoided	• ideally to be avoided • solved via A1	to be considered – • briefed by company • committed by employee via contract
<b>SECONDMENT</b> business motivated permanent stay abroad	to be avoided	to be done • by the company	to be done	to be done	to be considered – • briefed by company • committed by employee via contract