THE LEADING EXPATRIATE MANAGEMENT COMPANY

We provide consulting services and fully operational solutions

itx

WHAT WE **DO ?**

ITX ADVISES **INTERNATIONAL ORGANIZATIONS** ON **GLOBAL MOBILITY MATTERS.**

ITX ACHIEVES THE **SIMPLIFICATION OF EXPATRIATION** PROGRAMS, A **BETTER COSTS CONTROL** IN FULL COMPLIANCE WITH REGULATIONS.

ITX PROVIDES A UNIQUE OFFER FROM **"ON REQUEST STUDIES"** TO **"FULL OPERATIONAL SOLUTIONS".**

WHY **ITX ?**

EXPATRIATE MANAGEMENT IN EXPERT HANDS

INTERNATIONAL MOBILITY CONSULTING

INTERNATIONAL MOBILITY CONSULTING - IMC™

INTERNATIONAL ASSIGNMENTS AND CAREER EXPATRIATES ARE KEY RESOURCES FOR INTERNATIONAL GROUP'S OPERATIONS. IN TODAY'S COMPLEX AND CHANGING LEGAL ENVIRONMENT SPECIFIC TO INTERNATIONAL MOBILITY, COMPANIES NEED PROFESSIONAL AND SPECIALIZED LEGAL & CONSULTING SERVICES.

ITX has been giving advice to internal and external multinational clients in the field of Global Mobility for over 15 years. This has enabled us to create the International Mobility Consulting department that can answer and help companies with any specific issues or complex cases. The IMC department can provide its **know-how** and **expertise** through **"on request studies"** or **"fully operational solutions"** with a high level of service, meeting those held by multinational groups.

The IMC is comprised of specialists in three areas of expertise: Legal, Human Resources and Compensation & Benefits.

AREAS **OF EXPERTISE**

LEGAL

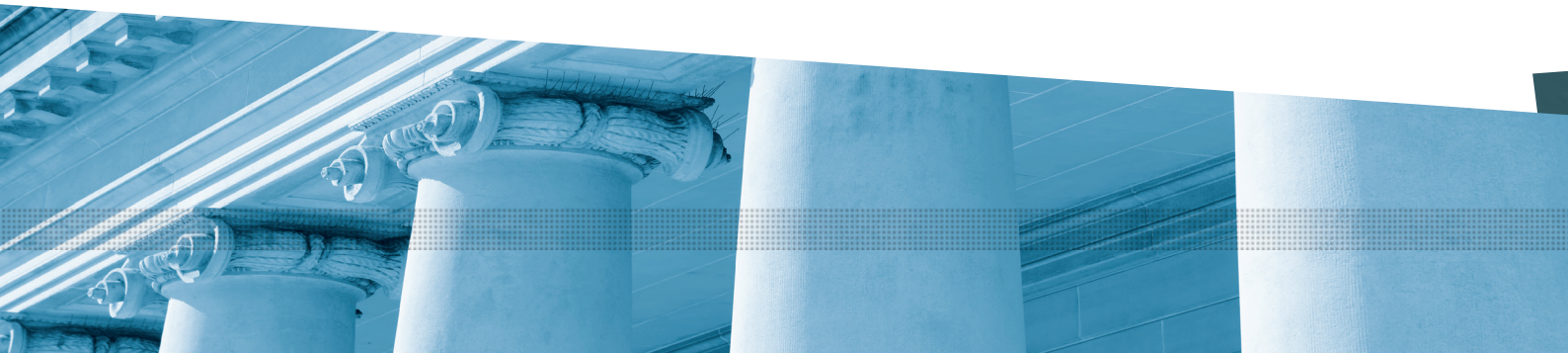
International labour and employment law
International social security law
Corporate Law
Corporate Tax
Litigation matters

HUMAN RESOURCES

Mobility Policies
Mobility processes
Expatriation Packages

COMPENSATION & BENEFITS

International compensation structure
International Social Coverage



EXPATRIATE MANAGEMENT

GLOBAL MOBILITY MONITORING SERVICE - GMM™

THE GLOBAL MOBILITY MONITORING (GMM™) SERVICE IS DIFFERENT FROM A GEC™ FOR TWO MAIN REASONS: THAT "HOME" COUNTRY CONTRACTS OF EMPLOYEES ARE UPHELD AND THAT INTERNATIONAL MOBILITY'S ARE OPERATED FROM COUNTRIES OF ORIGIN AND NOT FROM A SPECIFIC DEDICATED ENTITY.

The objectives of a GMM™ service is to guarantee the correct application and monitoring of common mobility policies for all expatriates, to enhance the visibility, to keep track of high potentials and to give access to a central database to contact employees (as well as their families) that can help coordinate crisis situations.

The GMM™ service is an **ideal tool** to **map your expatriate** population around the world, to **harmonize your practices**, to manage costs in a more efficient way, to **reduce non-compliant** situations, to **simplify procedures** and to **centralize all expatriate related information.**

SERVICES

GLOBAL EMPLOYMENT COMPANY – GEC™

THE GEC™ (GLOBAL EMPLOYMENT COMPANY), AS A SHARED SERVICES, IS A CONCEPT ORIGINALLY DEVELOPED BY THE FOUNDERS OF ITX. IT WAS CREATED TO RESOLVE A NUMBER OF CHALLENGES THAT COMPANIES FACE WHEN THEY NEED TO SEND THEIR EMPLOYEES ABROAD.

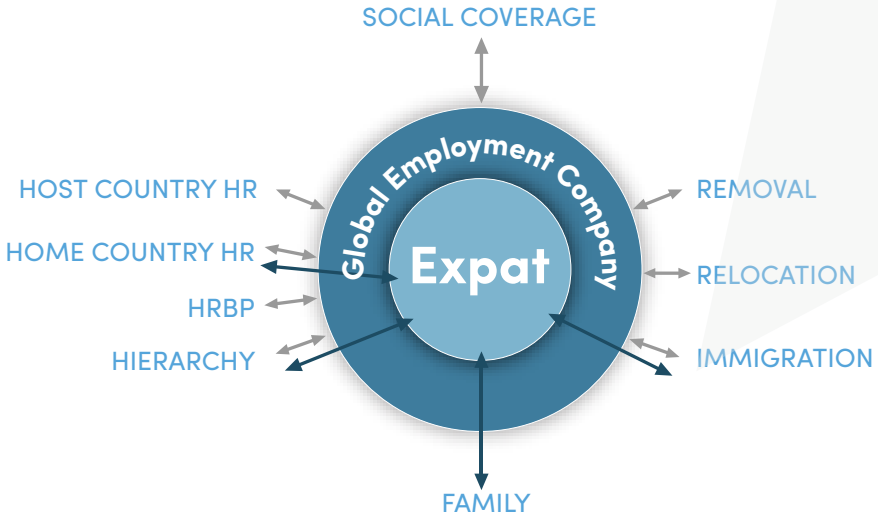
More often than not, management of international mobility is uncoordinated within groups as a result of employment policies that lack integration with the overall management of the company. By centralizing this function, on a group level, or a division level, with the GEC™, management has a tool that allows for coherent and equitable employment packages for the workforce that they need to move across borders.

Furthermore, when business expansion is increasingly directed towards countries where required competencies need to be optimally allocated, the GEC™ becomes a trusted "Strategic Tool" to bring the right competencies to the right markets in a timely manner.

WHAT IS A GEC™?

A GEC™ is a wholly owned entity of a Group which employs and manages international mobile workforce within the Group.

The **advantages of a GEC™** include **easier cost control**, streamlined administration, common treatment of international employees and **reinforced overall group unity.**



WHO BENEFITS ?

COMPANIES WITH **EXPATRIATE EMPLOYEES** WHO :

KEY COMPANY **DATA**

HIGH SECURED DATA CENTER

GEOGRAPHICAL COVERAGE MORE THAN 130 COUNTRIES

ISO 9001 CERTIFIED

HIGH PERFORMING TOOLS

LARGE NETWORK

GENEVA (HQ) SINGAPORE LONDON

THE LEADING EXPATRIATE MANAGEMENT COMPANY

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