



& COMPLIANCE CARE

You have chosen to set up operations in France and are aware that the ease with which your team settles in and their well-being are determining factors in your expansion's success.

You would like to offer them **insurance and group benefits that are both reliable and competitive, but above all in line with your employees' expectations.**

French employment legislation is complex and the intricacies of the French social protection system can be a stumbling block for businesses expanding to France.

Let us help you! We know all the ins and outs.



BRINGING YOUR EMPLOYEE BENEFITS POLICY INTO COMPLIANCE WITH FRENCH LAW

Employee benefits

WE SET OURSELVES APART BY OUR RESOLUTELY POSITIVE AND OPTIMISTIC ATTITUDE

That's a mindset we naturally share with our consultants' team, who specializes in how best to support the employees of American businesses expanding to France.

While some see the legal obligations of French employment law as a constraint, we see them as anything but! Thanks to our comprehensive understanding of the French system, **we can transform the French legal framework into an asset for your company.** By working to harmonize our respective systems, we design an **employee benefit package** for you that most closely coheres with your specifications and appeals the most to your employees.



Think of us as the continuation of your HR department. We facilitate relations between all stakeholders and ensure compliance in all regulatory aspects while continually expanding our portfolio of offerings so as to provide you with ever more innovative group benefits. Our role is to free up precious time for you to focus on your development.

Emmanuel Louro
Account Manager
ABG France

CLEAR GUIDANCE FOR MANAGERS

Your account manager will be the main ally of your operations in France, helping you to define your requirements clearly so as to provide a **tailor-made, legally secure plan that appeals to your employees.** He is constantly monitoring the French market and will bring forward proposals throughout our working relationship, enabling you to broaden your offerings to your employees.

The aim of this innovative, proactive attitude is to **consolidate your brand as an employer in order to attract and retain talent.**

- Guaranteed legal compliance
- Ensured risk management
- Freedom from administrative formalities
- Time-savings for your management team
- Budget optimization

SECURITY & CONFIDENCE



1 Healthcare

We will design the supplementary healthcare plan best tailored to your employees' needs

2 Disability and Life Insurance

We design disability and life insurance plans to protect your employees and your company from the financial risks that come with life's uncertainties: death, short- and long-term disability, permanent disability, recovery from addiction

3 Retirement

We help you to adopt specific solutions that will enable your team to prepare for retirement with peace of mind and confidence, within a tax-efficient framework

4 Employee savings

Optimize additional remuneration tools to give your employees a stake in the company's performance

5 Other group benefits

Your employees can enjoy dining, travel, cultural, leisure, sports and other benefits and personal services through our customizable and continually updated catalogue of contemporary offers to brighten their daily lives and those of their friends and family

6 Supplementary insurance plans

Protecting your employees during their professional travel (including international travel) and providing you with civil and criminal liability coverage



ATTRACTING & RETAINING TALENTS

Creating an environment conducive to personal development is key. It's what drives the highest performing companies : investing in **engagement**, improving the **quality of life** at work and **enhancing employee experience**.

According to market studies conducted by the online job-search platform Glassdoor, **the benefits companies offer are the 2nd most important factor job seekers look at.**

86%

...of decision makers asked said it was important to improve employee engagement **by 2020.**

(Source : Markess by exaegis)

80%

...of Millennials feel that **well-being at work** is the number-one criterion in selecting an employer.

(Source : Etude IPSOS / EBG, 2016)

A ONE-STOP SHOP FOR YOUR EMPLOYEES

We help your employees by carefully listening to what they need, thoroughly understanding their expectations, giving them pragmatic advice, and **customizing their benefits package throughout the term of their contract.**

Your employees will benefit from our **service-minded approach**, whether it is taking care of their administrative formalities, registering them with the French health service, optimizing their employee savings, or providing them with innovative leisure benefits.

- Individual support
- Customized offerings
- Assistance with administrative formalities
- Package of tailored plans at the best price
- Hotline open seven days a week and toll-free number
- First-rate responsiveness in managing their benefits.

TRANSPARENCY & PEACE OF MIND



Building on our experience in benefits support and the services we provide to our clients specializing in the technology sector, we draw inspiration from Silicon Valley companies to bring your employees in France innovative, original and even entirely new benefits.

François Chatot
Employees' Private Advisor
ABG France

ABG FRANCE, THE BEST PARTNER FOR YOUR EMPLOYEE BENEFITS' STRATEGY

• Skilled

Specialists in providing benefits support to American companies and their employees in France

• Accurate

Comprehensive understanding of the French legal framework ensuring detailed, relevant and clear answers to highly technical questions

• Creative

Varied and original group benefits that contribute to building your brand as an employer

• Responsive

A service-minded culture for customized benefits management both for managers and employees



ALEXANDER BEARD INTERNATIONAL BENEFITS

part of the Alexander Beard Group of Companies

ADVICE AND **SUPPORT** ON HOW TO PROVIDE
LEGAL COMPLIANCE ON **GROUP BENEFITS**



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