



6 CATS
INTERNATIONAL

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1. Introduction to **6CATS International Ltd.**
2. Getting the most out of a **Compliance Partner** relationship/Added value.
3. Typical **Contractual models**: Sole trader/Ltd/Payroll and what to avoid.
4. **Impending Legislation Changes** with Criminal implications: 1st April 2017 Germany AUG.

6CATS International Introduction



- Formerly known as CXC Global Ltd following a successful MBO in November 2016 of the CXC EMEA Agency business.
- **6 Founding Shareholder Directors** led by CEO Michelle Reilly.
- 6CATS derives from:
 - the **6 members** of the Management team,
 - and
 - CATS = **Compliance, Advice** and **Tax Solutions**.
- 6CATS International is the **leading global brand and supplier** of contractor management solutions to the world's leading recruitment agencies.
- Ever increasing global capabilities and full service solutions in over **70 countries**.

Compliance Partner



Typical Contractual Models

Local **Self employed** registration:

- Sole trader,
- Limited company equivalent (multiple options) e.g. France AE to EI at threshold.

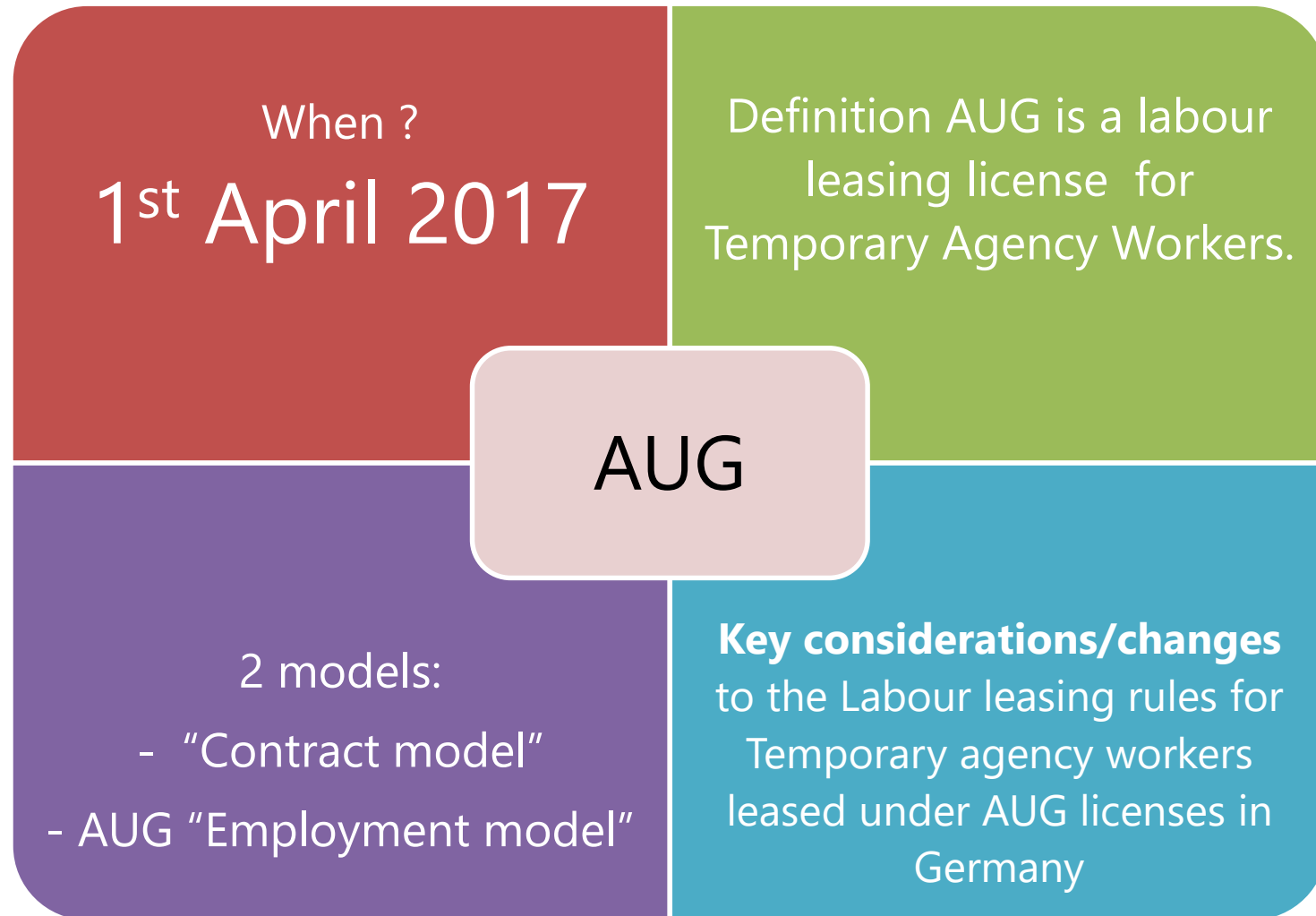
Local in country **Payroll** services.

Why choose a Payroll solution?








- Requirement of the country of service,
- Employment benefits / 1st time contractors stepping stone into freelance market (France).

Avoidance of the use of Overseas companies or payrolls and A1's/183 day rule/split payment.

Impending Legislation Changes: Germany



Impending Legislation Changes: Germany

-  End of Parachute mechanism & 18 months
-  Change of engagement model
-  Candidate suitability
-  Client suitability
-  Contractual chain - illegal chain leasing
-  PSL implications
-  Criminal and Financial implications



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