



SOCIAL SECURITY AND EXECUTIVES' COMPENSATION

/85

Partners

/500+

Lawyers

/30

Practice Areas

/25

Industry Groups

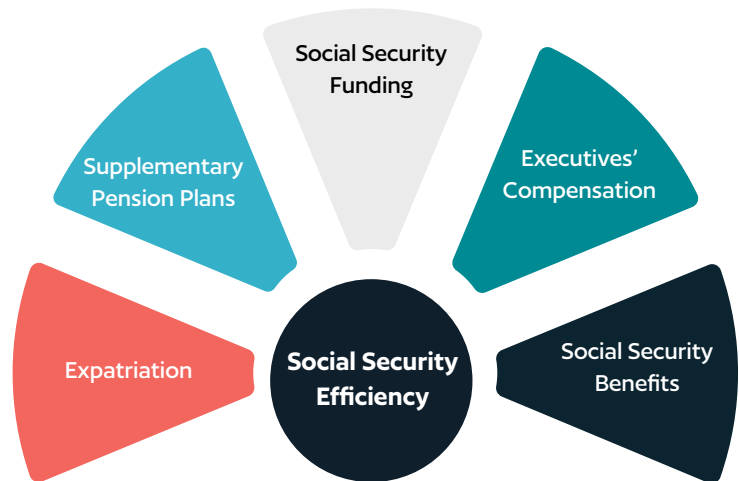
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Offices

Our team has a multidisciplinary background and is highly specialized in consulting services and litigation related to social security matters, focusing on personalized strategies to meet the specific needs of companies and executives.

We combine technical expertise and strategic vision to provide innovative legal solutions that ensure compliance, efficiency, and legal security for our clients. The one-firm concept is embedded in our multidisciplinary approach, integrating our work with other practice areas of the firm, especially labor and tax law. Our practice includes:

RECOGNITION



Social Security Funding

- Preventive consulting services on the levy and calculation of social security contributions, including tax planning for companies;
- Advisory services in tax audits and administrative and judicial defense of tax-deficiency notices related to social security contributions;
- Structuring hiring, compensation, and benefits models that optimize the relationship between payroll and taxes, while considering the impacts on people management;
- Multidisciplinary advisory services on the legal (tax, labor, and social security) impacts involved.

Executives' Compensation

- Advisory services in the design, structuring, and review of hiring policies, incentive plans, variable compensation (short, medium, and long-term), and benefits;
- Consulting services on regulatory and legal compliance and its strategic alignment, balancing the expectations of shareholders and executives;
- Consulting on topics related to equity-based payments (stock options, performance shares, phantom shares, partnership), bonuses, awards, profit-sharing (PLR in Portuguese), among others;
- Multidisciplinary advisory services on the legal (tax, labor, and social security) impacts involved.

Social Security Benefits

- Guidance for companies on rights and eligibility for social security benefits in Brazil, including pensions, retirement, and welfare benefits;
- Strategic analysis of social security benefits litigation to assist in reviewing hiring policies and in managing employees' leaves;
- Strategic analysis of employees on leave to reduce the impacts on the management of the health care plan.

Expatriation

- Guidance on international social security agreements and their impacts on the company and employees;
- Analysis of the legal impacts involved in expatriation policies (multidisciplinary approach regarding hiring methods, compensation, and benefits).

CONTACT



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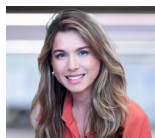
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