

# SOCIAL SECURITY AND EXECUTIVES COMPENSATION

**Ensure legal certainty and financial efficiency,  
promoting well-being in companies**

The practice emerges and gains relevance in a historical context characterized by the appreciation of human capital and the complexity of the regulations governing Social Security funding, the granting of pension benefits, and their impacts on employers and the private supplementary pension system.

We are the link between the legal, business, and human resources departments, whose multidisciplinary approach allows us to understand all legal aspects involved in hiring, compensation, benefits, health, and employee well-being policies. Our practice is essential for companies to adapt to a dynamic and constantly changing environment, both in terms of legal requirements and employee expectations.

We work in administrative and judicial litigation, in active or repressive actions, and in matters of funding and pension benefits. In addition to offering consulting services with expertise in designing a wide range of short- and long-term compensation and incentive models, we also audit hiring, compensation, benefits, health and safety, and well-being and happiness policies in the workplace.

Our work focuses on identifying risks and opportunities, ensuring compliance; we develop strategies that optimize costs and attract talent; we intervene quickly on critical issues, using objective and targeted communication to all stakeholders.

## ☆ RECOGNITION

Chambers Brazil  
Análise Advocacia

## ✓ MAIN SERVICES

- Consulting:
  - (i) Compliance assessment and identification of opportunities (credits or improvements), design of short-term incentives (profit sharing, awards, bonuses, etc.) and long-term incentives (share-based payments, deferred profit sharing, etc.);
  - (ii) leave management; and
  - (iii) training senior leadership and designing well-being and happiness programs in the workplace.
- Litigation: specialized work on issues involving social security contributions and benefits.

For more information  
about the area, [click here](#)  
or scan the QR code.



## EXPERIENCE

- Special retirement due to noise: we are a market leader in this field, working on a wide range of fronts – social security (tax assessments), labor (unhealthy work allowances), and health and safety (review of internal practices and policies).
- Share-based payments: we are regularly referred by a global compensation consultancy (WTW) to structure long-term incentives.
- Compliance: we assist companies in reviewing the social security treatment of a wide range of employee benefits.
- NR-1: we assist clients in mapping psychosocial risks and developing policies focused on workplace well-being.