



New Strategies & New Markets

Destination: Colombia



Destination: Colombia



Decision to Operate in Colombia



Incorporation & Operation Alternatives



Company Incorporation



Destination: Colombia



Start-Up



Starting-Up in Colombia

Your decision to operate in this country

To motivate significant investments in Colombia and promote permanent establishment of legal entities in this country, we are willing to provide key information on currently available investment and allocation alternatives.



- **Tax & Legal:** Advisory on regulatory structures governing all industries, including state-controlled sectors and government contracting.



- **Key Labor Information:** We will share with you our “Doing Business” and “Welcome to Colombia” guidelines documents.



- **Expatriates:** Tax advisory for expatriates, including counseling on tax liabilities arising from their establishment in Colombia.



- **Incorporation Alternatives:** Delivery of a document including key information on corporate incorporations / acquisitions in Colombia.



- **Due Diligence:** We perform an in-depth analysis of each company’s legal and tax status to identify any contingency they might face in a period of time prior to committing their operational resources.



- **Counseling on taxes arising from decision to operate in Colombia:** We provide an overview of the country’s tax regime currently in force, highlighting those issues which might impact client’s performance. This includes the delivery of a document which describes all direct and indirect taxes that might be applicable to those activities to be performed by the company.

We wish to secure permanent establishment of our clients in Colombia, providing them with selection, compensation and expatriate management services.





Incorporation and Operation Alternatives

If you are willing to invest in Colombia, we provide you with comprehensive advisory on the effective definition of legal, tax and payroll structures that will enable efficient operations in Colombia.



- **Definition of Tax Structure:** We support comprehensive assessment of tax management alternatives available to undertake projected business and significantly reduce any taxes arising from effective application of tax legislations currently in force.



- **Advisory on Pension Plans:** We provide advice and provide our clients with proposals for the final outlining of pensions plans for foreigners who must operate in Colombia but are not willing to establish permanently in this country.



- **Visas:** Visa application and delivery for businesses, workers, and beneficiaries (if applicable.)

Company Incorporation

We deliver strategies for the successful structuring of various organizations, including all their operating areas; i.e. tax, legal, outsourcing, and human resources.



- **Legal structure:** Thorough analysis of all legal requirements to be faced while operating in Colombia, and advisory on the type of business to be actually incorporated.



- **Recruitment & Selection:** Job profile analysis. Plus, in-depth surveys regarding target companies where top talents might be found.



- **Compensation:** Advisory on salary assignment, based on current market benchmarks.



- **Organization design:** Advisory on the definition of the company's organizational structure.



- **CHRO Lab:** Advisory addressing HR leaders who are about to exercise their duties as CHRO's in foreign companies recently established in Colombia.



- **Expatriates:** Analysis of tax implications for expatriates when effectively included in local payroll runs.



- **Legal for Private Businesses:** Incorporation in Colombia, including registration and legal constitution of companies operating in Colombia. Also, support to tax, corporate, and monetary registration procedures.



- **Labor agreements and compensation plans:** Outlining of compensation plans and various types of labor agreements.



Start-up

We provide continuous support to all aspects involved in operational start-up in Colombia.



- **Recruitment & Selection:** Comprehensive support on seeking strong professional within the local market. We perform competency interviews, managerial evaluations, and provide reference checking and follow up support.



- **Compensation:** Survey on compensations to gain access to external benchmarks as the basis to define compensation levels, programs, and applicable policies.



- **Talent & Performance:** Support to the definition of HR processes and programs.



- **Advisory on contract management:** Support to successful registration under Colombia's "Registro Único de Oferentes" (Public Contracting Statute); plus, advisory on organizational structuring and effective engagement in public tendering processes in Colombia.



- **Legal advisory on Business Law and International Currency Exchange:** Comprehensive advisory on business law and monetary exchange regulations, as a means to guarantee legal operations in Colombia



- **Legal advisory on APP project structures:** Legal support for accurate structuring of private-driven APP projects throughout pre-feasibility, feasibility, assessment, and selection stages.



- **Regulatory compliance:** Legal counseling provided via delivery and implementation of report-driven regulatory compliance solutions.



- **Legal advisory on ICT:** Advisory on legal statute as applicable to ICT, plus special habeas data provisions addressing financial and personal information.



- **Advisory on Environmental Law:** Support for licenses, permits, authorizations and procedures to be performed before environmental authorities.



- **Expatriates:** Focused analysis of expatriate tax status, once labor engagement, stay, and activities to be performed in Colombia are clearly defined.



- **Continuous tax counseling:** Reviewing and responding to all oral or written queries by the company, as submitted to gain further knowledge on how to understand and apply certain insights to day-to-day activities.



- **Counseling on tax return filing:** Counseling on tax return filing: We support filing of company's tax returns, including income tax, taxable income base (CREE), withholding, VAT, industry and commerce taxes, as well as Form 1732.



- **Tax Outsourcing:** Deloitte will organize, plan, and execute the work program required to comply with all tax liabilities arising in a defined period of time, and will undertake responsibility for the outcomes of such program.



- **Loan Staff:** We intend to supply experienced human resources who may support the company in its efforts to comply with all tax, accounting or HR requirements, under the company's supervision and responsibility.



- **Hiring of regular staff and top executives:** Comprehensive counseling on labor deals involving labor demand letters and hiring of regular staff (local or foreign) and top executives.



- **Advisory on Social Protection:** We provide various solutions to comply with all direct employee- and contractor-related liabilities, as defined by Colombia's Social Security System.



- **Continuous Advisory on Labor:** We readily handle all client queries on individual and collective labor laws, social security, and visas.



- **Employee Benefits Optimization:** As part of the company's salary structuring efforts, we provide optimization options for monthly salary payments to employees, thus meeting all applicable individual labor laws and social security regulations.



- **Accounting Outsourcing:** Registration and maintenance of operations; also, reporting compliance before supervising and control agencies.



- **Accounting Diagnostics:** Checking the integrity of all financial statement accounts.



- **IFRS (International Financial Reporting Standards) Diagnostics and Implementation.**



- **Payroll Outsourcing:** Payroll settlements and related payments, as performed under all applicable local regulations and company's own policies.



- **Payroll Diagnostics:** Assessment of payroll settlements compliance with applicable legal provisions.



- **HR Support:** Operational support for recruitment, engagement, and induction activities, among others.



- **Functional and Process-Driven Consulting for ERP Implementations:** Functional support for software implementation activities.



- **Technology Hosting:** Hosting of applications that run accounting and/or payroll processes.



- **General Secretarial Services:**
 - Corporate books and minutes management.
 - Representation of shareholders in Boards and/or Shareholder Meetings.
 - Legal representation, if required.



- **Advisory on Contracting:** Permanent consulting on private contracting laws, including reviewing, producing and negotiating private agreements.



- **Advisory on Corporate Affairs:** Consulting on partnership processes, including statutory reforms and corporate transformation, merger, split-up, and liquidation processes.



- **Advisory on Currency Exchange:** Counseling and advisory on monetary exchange operations, including off-shore accounts management, investments, foreign indebtedness, guarantees, derivatives, and foreign trade.



- **Advisory on Intellectual Property:** Registration, licensing, and renewal of trademarks and registered marks.



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