Today, organizations are facing increased challenges to handle the ever-changing regulatory landscape and compliance pressure. Functions such as Tax Compliance, Payroll Processing, Consolidation and Financial Accounting demand dedicated time, resources and a high level of competence.

To ensure compliance, reduce risk and increase efficiency, companies are outsourcing these functions. In doing so, they need to ensure that the team they are outsourcing to is well versed in the latest developments in financial and tax regulations, and in local statutory requirements, which are dynamic in nature.

The objective of outsourcing has now shifted from merely saving costs to achieving sustained performance improvement.

How can Ernst & Young help

At Ernst & Young, we combine subject matter competencies, globally integrated experience and standard processes to deliver seamless, high-quality, transparent services. Our team comprises a group of dedicated professionals who provide tax compliance, accounting, consolidation, payroll management and other finance and accounting-related services to local and foreign companies.

We can offer you either a full suite of globally integrated and coordinated services, or customized services, depending on your requirements.
Our market-driven approach combines a standard global compliance process and tools with extensive local knowledge and accounting experience, giving you the access, visibility and control you want. Be it for one country or for multiple countries, you will benefit from an integrated, consistent, flexible, quality service with tax compliance. We draw from our extensive accounting and compliance experience and tried-and-tested methodologies that allow you to manage your direct and indirect tax compliance and reporting obligations effectively. Our talented people, consistent methodologies and unwavering commitment to quality service enable you to build strong compliance, reporting foundations and sustainable tax strategies to help your business achieve its goals. This is how Ernst & Young makes a difference.

**Strategy**

- Align strategy and risk management framework
- Enhance visibility and control through integrated tax operations and filings
- Increase efficiency and accuracy of tax compliance and reporting
- Access to information to enable tax planning

**Tax compliance services**

- Obtaining tax registrations
- Corporate Income Tax return – preparation and filing
- Advance tax computation
- Compliance with other direct taxes (including business contribution on added value and property)
- Health check of tax positions
- Obtaining appropriate registrations
- Filing periodic returns (VAT, intrastat, European declaration of services)
- Obtaining VAT refunds
- Diagnostic review of your transactions

**Unique benefits**

- Improved efficiency and reduced risk
- Centralized compliance processes with an integrated service provider

- Enhanced visibility and control over process
- Management can focus on core business and growth platforms

We can also assist you in other specific matters such as:

- Deferred income tax calculation
- Transfer pricing compliance (benchmarking / full scope studies / update studies)
- Legal secretarial services
Ernst & Young provides a flexible Payroll Processing solution based on three main aspects:

**Client autonomy**: our powerful software offers our clients a high degree of autonomy through an internet platform. Tasks such as variable data input, absence records and building your own reports may be kept as in-house duties, and pay slips may be made available on line through a secure connection.

**High payroll expertise**: the team is dedicated to the company and has strong experience in various sectors of activity.

**Specific methodology**: our common working methods, tools and processes guarantee the quality of our deliverables. All our teams are trained in our specific methodology and share best practices.

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**Our payroll processing solution**

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**Payroll services**

- Analyzing the specificities of your payroll
- Setting up our software in order to meet legal and also specific Collective Bargaining Agreement requirements
- Assistance in the organization of the payroll process
- Processing the monthly payroll: recording permanent and variable data, changes in individual situations, calculating monthly pay slips, and preparing the bank transfer orders
- Possible access to HR tools: absence tools, training tools, etc.
- Follow up of new joiners, leavers and related procedures
- Producing standard and personalized monthly reports
- Producing the mandatory social declarations, keeping in contact with social bodies
- Sending regular legal and CBA updates
- Assistance in any specific payroll-related matters: setting up insurance contracts, advising on the employee departure process, drafting shadow pay slips, etc.

**Unique benefits**

- The quick takeover of the entire payroll function and duties
- No need to research and maintain payroll software: no investments
- The immediate availability of our qualified and experienced team, which means you can focus on your core business
- Our services content and processes will evolve in line with changes in your needs
- Customized reports and analysis enabling efficient management review and planning

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*Provided by specialised tax team*

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We also support you in ensuring statutory compliance in areas such as:

- Global mobility and advisory services:
  - social taxes
  - social security
  - immigration
- Labor law services:
  - employment contracts
  - compliant compensation packages
  - identification of the applicable collective bargaining agreement
We provide outsourced services to help large, multinational companies to meet their accounting and statutory reporting requirements in the many countries where they do business worldwide. Companies across industries are engaged in finance transformation initiatives, marked by expansion into emerging markets, the deployment of Shared Services Centers (SSCs) and the continuous drive for efficiency and lower costs. By outsourcing their statutory reporting to Ernst & Young, our clients receive integrated, worldwide coverage across the entire “record-to-report” process.

Our team will meet with you to discuss progress and service enhancements, and provide you with enhanced control and comfort, freeing you and your team to work on other management activities.

On request, you may also have permanent, secure access to your accounts through our internet platform.

**Accounting services**

- Accounts receivable and payable
- Fixed assets management
- Bookkeeping
- Management reporting
- Assistance in preparation of tax schedules
- Support for local statutory compliance

**Compilation of statutory financial statements**

- Preparation of statutory accounts in line with French GAAP, with all necessary disclosures
- Adjustment of preliminary trial balance into local statutory accounts, including conversion from other countries' GAAP

**Unique benefits**

- Timely bookkeeping
- Compliance with regulations and local laws
- Smooth and seamless audit closings
- Risk mitigation with appropriate reconciliations
- Efficient and accurate reporting

**We also provide project-based services in the following areas:**

- Assistance in transition to any ERP-based system
- Interim financial assistance/management reporting
- Cost control and financial reporting
- Secondment of Accounting and Finance personnel
- Optimization of your invoice dematerialization system (with validation of workflow, transfer of data to your accounting software, etc.)
We provide consolidation services to groups of companies which have to issue consolidated accounts for investors or for their management. Our dedicated team can provide services relating to all the issues a CFO has to deal with in the consolidation process.

**Strategy**

Our strategy is to provide services to companies that wish to outsource their consolidation process or need assistance in preparing their consolidated accounts themselves.

**Consolidation services**

- Outsourcing
- Compliance services (establishing or reviewing consolidated statutory accounts)
- Organization and optimization of the consolidation process, including “fast close” projects
- Consolidation accounting support
- Consolidation training
- Implementation of consolidation and reporting tools

**Unique benefits**

- Companies without a consolidation department that wish to outsource the preparation of their consolidated financial accounts or reporting
- Companies with insufficient staff
- Companies wishing to increase the skills of their team through training and tailored support
- Companies undergoing their first consolidation
- Companies facing complex consolidation entries due to merger and acquisition
- Companies implementing a new consolidation or reporting IT system
- Companies wishing to improve the consolidation closing process
- Companies wishing to improve the audit trail and documentation

**Our approach is based on:**

- Extensive experience in the organization of consolidation for international groups of different sizes in a variety of sectors and countries
- Benchmarks and best practices
- International standards (IFRS, US GAAP, etc.)

We perform the consolidation process using either the company’s consolidation and reporting tool, if any, or our own system.
### Why Ernst & Young

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<thead>
<tr>
<th>Tax</th>
<th>Compliance</th>
<th>Statutory</th>
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<tbody>
<tr>
<td></td>
<td>Strong links with employee/corporate taxation and regulatory bodies</td>
<td>Addressing client’s risk management framework with timely and accurate statutory compliance</td>
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<td>Building a holistic approach with a range of service capabilities for tax compliance and reporting that span the record-to-report process from statutory reporting to controversy</td>
<td>Guiding you through the technical adoption of new accounting standards</td>
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#### Accounting and payroll processes

1. Accounts payable, travel and benefits administration based on set procedures/policy
2. Auditing the veracity of claims by applying knowledge and techniques developed within the Firm
3. Developing process maps for different accounting processes
4. Preparing statutory accounts and co-ordination with auditors
5. Supporting client’s HR functions
6. Reviewing and revalidating various tax positions in a dynamic tax regime
7. Accounting treatment based on applicable accounting standards
8. Offering advice on any deviations with regard to Company Law matters

#### Process support

- Client-employee satisfaction
- On-site client support for regular updates and query resolution
- Real time support to client’s HR and finance team
- Submitting management reports according to client’s requirements
- Setting accounting processes and policies based in-depth knowledge and experience
- Support ERP/IT systems customized for accounting, payroll and tax needs
Our focused approach to serve you

Process
- Co-developing expectations on quality and timelines
- Establishing standardized process flows at operational levels
- Periodic reviews/feedback from client
- Maintaining data integrity and confidentiality – both physical and electronic
- Dedicated team of tax and accounting experts
- Defining roles and responsibilities
- Identifying competency requirements and assigning of individuals to appropriate teams

Technology
- Working with client to understand the requirements and customise software
- Secure operating platform
- Web-based interface

People
- Dedicated team of tax and accounting experts
- Defining roles and responsibilities
- Identifying competency requirements and assigning of individuals to appropriate teams

Project management
- Rapid implementation
- Seamless migration
- Managing transition

The strength of an international network to ensure local service

A team consisting of:
- 300 professionals located in France,
- 7 offices located in areas,
- 3,800 professionals located in Europe.

Multi-skilled teams: chartered accountants, lawyers, actuaries, senior executives from the world of business.
Contacts

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