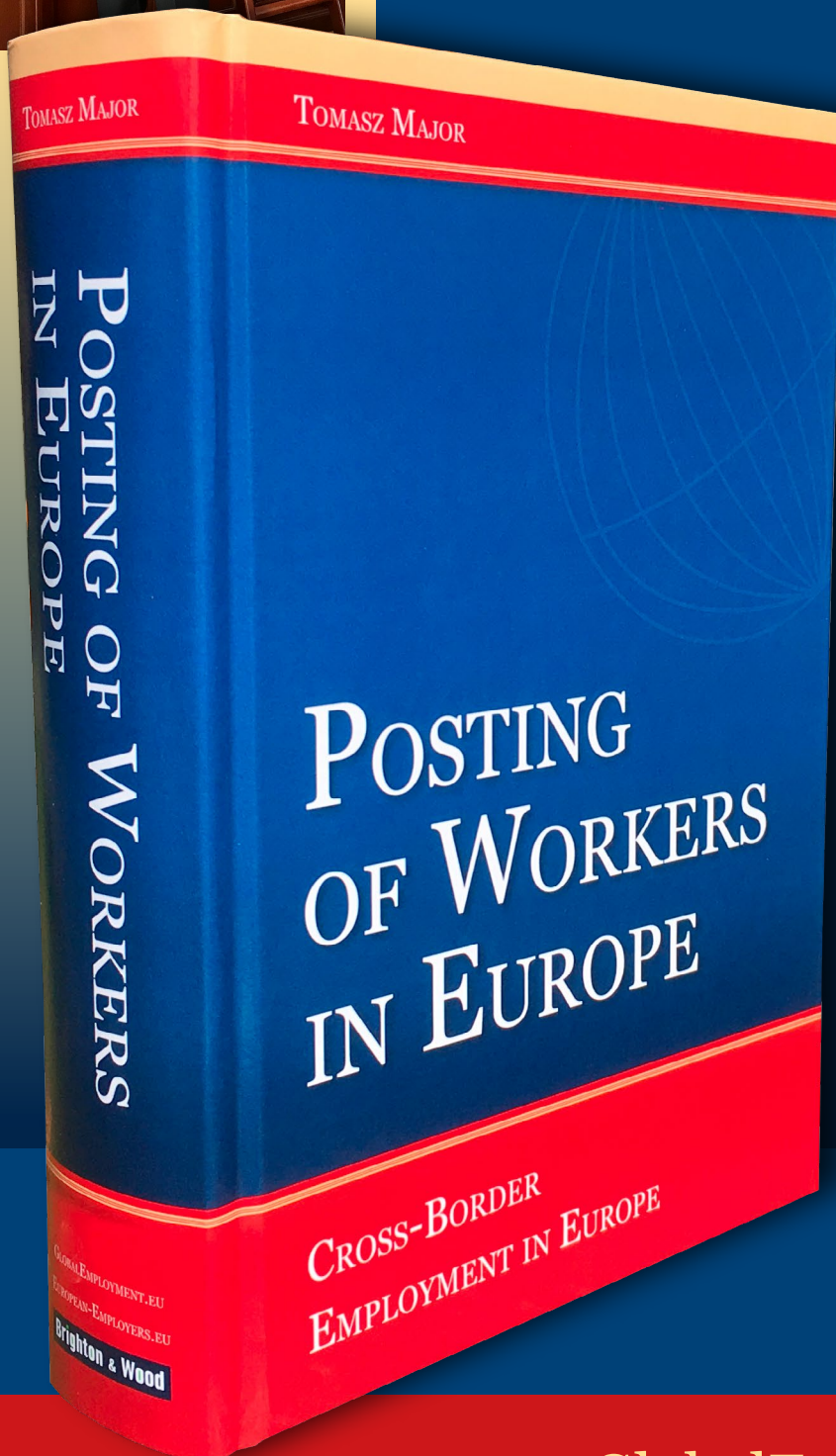


Tomasz Major



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The Author Tomasz Major

Tomasz Major is Founder and Managing Director in Global Employment - Strategy Consultants. Lawyer, fellow in the Institute for Cross-Border Employment, President in the leading European Entrepreneurs Organisation - EUROPEAN EMPLOYERS (approx. 5000 enterprises associated, employing more than 1,65 million people across of Europe), President in the IPP-Arbitration Court.

Tomasz Major, the senior partner, at forty one, is the founder of the firm and is spends most of his time administering to and dealing with the considerable talents of some of the most successful consultants on cross border employment in Europe. He is a counselor, someone the younger associates can go to with their troubles.

Education: study of European and international business and tax law in Frankfurt (Germany) and in Aix-en-Provence (France).

International experience: Leading Law Firms, Business Consultants and Lobbying Firms in New York (USA), Paris (France), Düsseldorf (Germany) and Brussels (Belgium). Since 2000: practice of international tax law, European social law, cross-border labour law, international and cross-border employment business.

Clients and Projects:

- Advising for two leading staffing agencies from United Arab Emirates regarding cross border employment in Europe
- Advising a CAC-40 (France) company regarding posting of workers from Eastern Europe to France
- Permanent advising for DAX (Germany) companies regarding cross border employment in Europe
- Permanent advising for two leading European construction firms regarding cross-border employment in Europe
- Permanent advising for five leading European industry services companies (energy, petro and chemicals) regarding posting of workers
- Advising for over 300 European staffing and temporary employment firms as well outsourcing firms and service providers: costs optimisation, posting of workers, A1, administrative requirements and procedures, control procedures
- Advising for over twenty staffing agencies from India and Nepal regarding immigration procedures, visa requirements and cross border employment in Europe
- Advising for over 40 leading staffing firms as well outsourcing firms and service providers from south-east Asia regarding immigration procedures, visa requirements and cross border employment in Europe.

Privately, Tomasz Major is a globetrotter, sailor and pilot (PPL(A)). In the years 2003-2011, Tomasz Major organised exploration expeditions to more than 60 countries, including a spectacular solo journey across the Sahara Desert (Erg Oriental, Western Sahara, Erg Chebbi), expeditions to the heart of a jungle on Borneo, Papua, Sumatra, Uganda and Rwanda, as well as South America. Tomasz Major supports humanitarian and educational projects in the third world, especially in South-East Asia and Africa.

Acknowledgments

After nearly sixteen years of advising and assisting companies with the posting of workers abroad, I have decided to amass my knowledge and experiences within this field.

My company's hands-on expertise has been used by more than 2000 companies from Europe and beyond. These companies have posted more than 700,000 employees abroad in the last decade alone.

My clients have always been my greatest inspiration.

The long, hard talks and complex issues you have entrusted me to help you with, coupled together with your openness towards new posting concepts, have allowed me the privilege of assisting you in reaching the forefront of the European business market and, in turn, enabled my company to thrive.

You have won your markets owing to your courage and determination. Your customers seek to have your personnel posted to their companies. You are renowned in the market for your efficiency and the responsible and law abiding manner in which you practice and have practiced cross-border employment.

Many of you were early practitioners of our new posting schemes and concepts. You agreed to be some of the first to try out some of my new cross-border employment ideas and hopefully your foresight in this matter has been well rewarded.

It was more than a decade ago, when we first began to wonder how, together, we could lawfully delegate Slovak, Lithuanian and Polish employees to countries like Germany and France. Today, no one is surprised to see Ukrainian or Uzbeki employees posted to these countries, employed by companies established in the CEE region. You post Turkish employees to Iran and Polish employees to South America on a large scale. You hire Indians to work in your headquarters and Indonesian, Nepalese and Filipino workers for your construction sites. You are global employers.

Throughout Europe and countless other regions around the world you have posted more than 600,000 Central and Eastern European employees to work on construction sites, facilities and workshops.

Your employees built the NATO headquarters in Brussels, the Seat of the European Parliament in Strasbourg, the German Federal Chancellery in Berlin, carved tunnels through the Alps, laid the largest pipeline in the North Sea and constructed nuclear power plants all over the world. You posted workers to serve on some of the biggest oil tankers and build some of the largest bulk carriers, passenger ships and aeroplanes ever created.

I have had the honour and pleasure to provide advice to some of you for over 15 years now. I am happy to see how your companies have grown and your businesses have bloomed. This is the greatest satisfaction an advisor can receive.

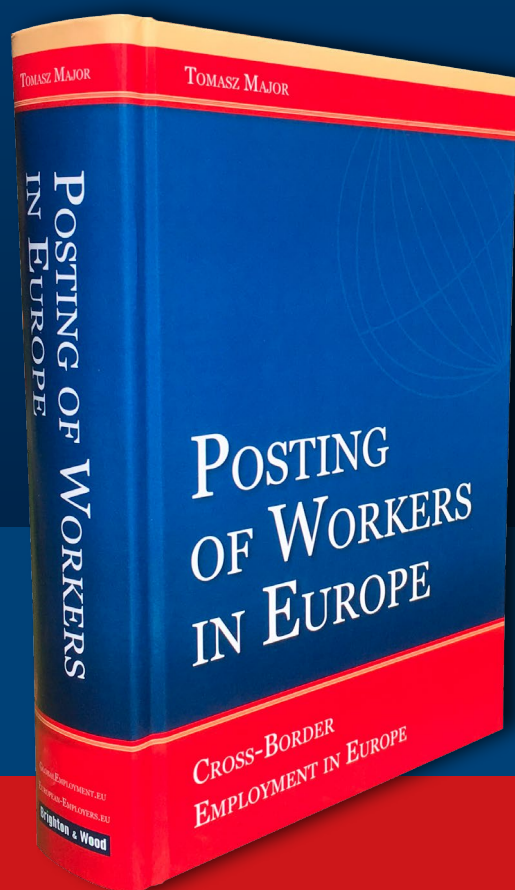
A good advisor will never excel without great customers. I always rely on your support in dealing with the difficult issues you bring to me. The first challenge I always face is how to convince new clientel of the benefits of an innovative approach and the application of new strategies and ideas. The amazing openness you have all shown me over the years towards these ends has helped me greatly in the undertaking of my work.

I owe my professional success to you.

I dedicate this book to you, my dear clients. I hope it will prove of use to you in your daily trials and tribulations.

I also hope that, one day in the future, further editions might be added concerning the work of my son Bruno, who today listens to stories about his father's career with a seemingly genuine enthusiasm and curiosity.

Tomasz Major, Berlin, February 2016



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