

Simplify your France setup

A turnkey HR solution for establishing your business

To take advantage of increased flexibility and internationalization for your business, you've decided to set up your company in France. If you're unfamiliar with the local legislation, you may need support concerning your rights and obligations regarding **health and welfare** benefits for your employees, **remuneration**, or even **retirement** and **employee savings schemes**.

To meet the needs of small and midsize enterprises (SMEs), Mercer has developed **SME in a Box**, a turnkey solution designed to help you get up and running quickly, gain operational efficiencies and ensure an optimal experience for your employees.



85% of foreign subsidiaries in France believe **the country is an attractive foreign-investment destination**.*



France attracted **870 foreign subsidiaries** in 2022, which led to the creation of **16 821 jobs** according to Business France.**



France stands out in the time needed to create a business: **4 days**, ahead the UK (4.5 days) and Germany (8 days).*

*Data from France attractiveness Score Board 2021, Business France

**Data from Foreign investment in France 2022, Business France

Strategic issues

When it comes to doing business, France is one of the most attractive countries in Europe, benefitting from a simplified process for company creation. Even so, obstacles remain — especially the lack of support and general information regarding staff management, regulation knowledge and taxation schemes. As an SME, you might not have the budget or the experience of a multinational entity to avoid common obstacles when setting up your company in France.

Mercer Marsh Benefits can help you develop your business by becoming your HR, health and well-being ally for your establishment in France. We provide you with expert and dedicated resources as well as local partners.

The SME in a Box solution

Our turnkey offer has been designed to support your company and your employees.

Combining Mercer's expertise in human resource consulting with our knowledge of the SME market and its needs, **SME in a Box** offers you an exclusive and innovative solution. You'll benefit from privileged contacts, bilingual consultants and competitive fees.

Our solution is fully customizable, with add-on services such as **medical check-up**, **payroll services**, **luncheon vouchers** or even **nursery placement**.

We provide you with 5 complementary packages

Pack 1: HR Starter pack	<p>Knowledge library for newly French based companies with information on:</p> <ul style="list-style-type: none"> the French healthcare system; obligations concerning health plans and death and disability plans; retirement and saving plans. <p>Soon to be available:</p> <ul style="list-style-type: none"> International mobility data 	<p>Package price excl. VAT</p> <p>€2,000</p>
Pack 2: HR Support*	<p>Support for benefits scheme (two 1-hour sessions with a consultant), including:</p> <ul style="list-style-type: none"> HR Mercernet demonstration; assistance with employer obligations for formalizing benefits (templates provided). 	<p>€2,000</p>
Pack 3: Employee Support*	<p>Personalized employee support (two 1-hour sessions with a consultant), including:</p> <ul style="list-style-type: none"> communication session regarding benefits (onsite or video conference); Mercer ma santé demonstration. 	<p>€2,000</p>
Pack 4: Employee Wellness**	<p>Subscription to our well-being platform, connecting your employees with specialized partners providing negotiated well-being services:</p> <ul style="list-style-type: none"> Social well-being Life coaching, relaxation advice, tablets for staying connected to relatives Physical well-being Healthcare products, posture-correcting clothing, preventive care, sports coaching Mental well-being Support for dependent-relative caregivers, child insurance, foreign travel 	<p>€2,000 (or get it for FREE for the first year when subscribing to the other three packages)</p>
Worldwide Benefit & Employment Guidelines (WBEG)	<ul style="list-style-type: none"> A comprehensive review of statutory and supplemental benefits details for social security, retirement, medical, death, disability and more. 	<p>Single market price: €1,450</p>

*reserved for companies with a Mercer-managed healthcare or life contract
** reserved for companies with a Mercer-managed healthcare contract

Examples of pack combinations:

Pack 1: HR Starter pack + Pack 2: HR support* = €4,000

OR

Pack 2: HR support* + Pack 3: Employee support* + Pack 4: Employee wellness** = €6,000

★ For the purchase of a pack (excluding WBEG), we offer you access to the marketplace.

Marketplace	<p>Linking with preferred partners to help in the first steps of your business implementation/development in France:</p> <ul style="list-style-type: none"> Payroll services; Luncheon voucher; Medical check-up; Nursery places; Company car.
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 Mercer France

Mercer Marsh Benefits provides clients with a single source for managing the costs, people risks and complexities of employee benefits. It is a combination of Mercer and Marsh local offices around the world, plus country correspondents who have been selected based on specific criteria. Our benefits professionals, located in 135 countries and serving clients in more than 150 countries, are deeply knowledgeable about their local markets. Through our locally established businesses, we have a unique common platform that allows us to serve clients with global consistency and locally unique solutions.

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