



PUTTING PEOPLE BACK AT THE HEART OF THE PROJECT



Integrate the umbrella
company into the HR POLICY
of your business



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CONTENTS

1	UMBRELLA COMPANY	p 3
2	PROCEDURE	p 4
3	PROFESSIONAL CIVIL LIABILITY INSURANCE	p 4
4	WAGE GUARANTEE	p 5
5	REPATRIATION INSURANCE	p 5
6	LEGISLATION	p 6
7	VENTORIS	p 6
8	REFERENCES	p 7

1 - INTEGRATING THE UMBRELLA COMPANY INTO THE HR POLICY OF YOUR BUSINESS



«Ventoris,
your business's
H.R.M partner.»

INTEGRATING THE UMBRELLA COMPANY INTO YOUR HR AND/OR PURCHASING THE PROVISION OF INTELLECTUAL SERVICES ENABLES POLICY YOU TO:

- benefit from expertise and advice from external specialists and to do so in project mode;
- train your staff for less by using your training budget;
- focus on your main activity by outsourcing all or part of a service or project;
- control your payroll by meeting your business's operational needs;
- simplify everyday HR management.

SKILLS:

Transition management, consulting, engineering, IT, training, marketing and communication, human resources, healthcare, pharmaceuticals and scientific professions, languages, translation and correction, secretarial and accounting services.

SECTORS:

Aeronautics, Space, Defence, Automotive, Banking, Insurance, Energy, Utilities and Chemicals, Pharmaceutical Industry, Agri-food, Manufacturing, Mass Consumption, Distribution, Building and Civil Engineering, Telecommunications, Media, Entertainment, Transport, Public Sector.

2 - PROCEDURE

I – NEGOTIATION

Negotiate the intervention details with the consultant:

- Start and finish dates;
- Intervention location;
- Fees;
- Expenses;
- Term of payment;
- Etc...

II – UMBRELLA COMPANY SERVICE PROVISION CONTRACT

The consultant will get you to sign a umbrella company service provision contract which he/she will have already created on our extranet.

The contract is signed between you, "the customer", and Ventoris, "the service provider".

The contract should reach us at least 48 hours before the assignment begins, for our validation.

III - EMPLOYMENT CONTRACT

Before the start of the first assignment, **we will make a DPAE** (Declaration prior to employment) with URSSAF and **we will sign a employment contract with the consultant.**

For every new assignment, we will digitally sign an amendment to the initial employment contract.

Ventoris undertakes to transfer all wages independently of customer payments.

IV - INVOICING REQUEST

At the end of his/her assignment (for short assignments) or at the end of each month (for long assignments), the consultant will send us **an activity report which you will have co-signed beforehand**, an invoicing request, his/her statement of expenses, as well as his/her original supporting documentation, where necessary.

These various elements will enable us to **issue your invoice.**

3 - PROFESSIONAL CIVIL LIABILITY INSURANCE

The services carried out by the consultants are covered by our professional civil liability insurance for up to €7,500,000.

4 - WAGE GUARANTEE

We contribute to an AXA wage guarantee fund which covers all types of wages owed to salaried employees, after FNGS (National Fund for Wage Guarantee) payments have ended.

THE MAIN PAYMENTS COVERED ARE:

- all wages owed to salaried employees and trainees;
- compensation resulting from termination of work contracts;
- payments linked to redeployment agreements;
- mandatory and optional profit-sharing payments when funds are due for payment;
- pre-retirement allowances, in accordance with a company agreement, collective agreement, professional or inter-professional agreement;
- compensation awarded to victims of accidents at work or occupational diseases;
- payments relating to retirement.

5 - REPATRIATION INSURANCE

We offer repatriation insurance to consultants wishing to work abroad, without any additional cost.

6 - LEGISLATION

ARTICLE L1251-64 OF THE FRENCH ON LABOUR CODE

The umbrella company is **a set of contractual relationships organised between an umbrella company**, an individual and a customer business including the workforce regime for the individual and the payment for his/her services to the customer by the umbrella company. It guarantees the individual's rights in terms of his/her customer contribution.

7 - VENTORIS

Ventoris is a major umbrella company player in France, founded in April 2000 by Franck MARCQ, its current CEO. As a medium-sized company (SME) with a consolidated turnover exceeding €30 million, Ventoris encompasses more than 2,200 people representing nine areas of expertise:

- Interim management;
- Consultancy;
- Engineering (excluding IT);
- IT;
- Human resources;
- Marketing and communications;
- Training;
- Languages, translation and proofreading;
- Secretarial work and accountancy.

ARTICLE L8241-1 OF THE FRENCH LABOUR CODE

Any profit-making operations, the sole purpose of which is the supply of employees, is forbidden.

However, this provision does not apply to operations carried out in the framework of: provisions of this code concerning temporary work, timesharing companies, and modelling agencies when this is carried out by a party holding a modelling agency licence;

Thanks to low-price positioning and real knowledge of the world of Freelancing and Companies, Ventoris is a genuine facilitator, creator of opportunities and added value.

Ventoris
"Putting people back at the heart of the project . "ll over France.

8 - REFERENCES

AERONAUTIC, SPACE, DEFENCE

ESA, French Ministry of Defense, Thalès, Zodiac Aerospace

AUTOMOBILE

Iveco, Faurecia, Peugeot, Renault

BANK, INSURANCE, PENSION FUND

AGF, Agirc et Arrco, BNP Paribas, Banque Populaire, Caisse d'Épargne, CGA, CNAV, Crédit Agricole, Crédit Foncier, Crédit Mutuel, Dexia, Groupama, La Banque Postale, MAIF, Natixis, Société Générale

ENERGIES, UTILITIES & CHEMISTRY

Air Liquide, EDF, GDF Suez, Schlumberger, Total, Rhodia, Veolia, Vinci Energies

PHARMACEUTICAL INDUSTRY

IPSEN, Pierre Fabre, SANOFI

MANUFACTURING

ArcelorMittal, Alcatel-Lucent, Rio Tinto Alcan, Schneider Electric, Siemens, Smurfit Kappa, Valeo

LARGE RETAILERS

Auchan, Carrefour, Colgate Palmolive, Lapeyre, Leroy Merlin, Labeyrie, L'Oréal, Mars, McDonald's, Monoprix

CONSTRUCTION INDUSTRY & CIVIL ENGINEERING

Lafarge, SPI

TELECOMMUNICATION

Orange

MASS MEDIA

Canal +, Pages Jaunes

ADVERTISING AGENCY

Publicis Group, McCann London, TBWA

ENTERTAINMENT

Universal, Vivendi

TRANSPORT

La Poste, Chronopost, SNCF

CONSULTING FIRM & ESN

Accenture, Alten, Bull, Capgemini, CGI, Emagine, Econocom Osiatis, GFI, Sopra Group, Infotel, ITS Group, Kurt Salmon, Maltem Consulting, Neurones IT, Oberthur Technologies, Sodifrance, SQLI Group, Synchrone Technologies, T&T Consulting

RECRUITMENT OFFICE

Aston Carter International, Montreal Associates, SThree

