

SOCIAL SECURITY

An aerial, black and white photograph of a large crowd of people walking on a floor with a large square checkered tile pattern. The perspective is from directly above, looking down at the people. The crowd is spread out across the frame, with some individuals walking in small groups and others alone. The lighting creates soft shadows on the floor.

Machado
Meyer

50
years

TRANSFORMATION IS POSSIBLE



In recent years, the advancement of technology and the implementation of eSocial (Digital Tax Bookkeeping System for Taxes, Social Security, and Labor Liabilities) have required companies to establish more precise and integrated communications with government agencies. Providing correct information while knowing its impact is a requirement to protect and leverage the business.

To help our clients adopt a more modern, secure, and effective approach to their social security obligations, we have a multidisciplinary team entirely dedicated to the study of social security laws and their impact composed of professionals that are specialized and experienced both in tax and labor issues. They offer solutions that help companies gain efficiency and reduce risk, thereby finding a balance between labor and tax aspects.

Our work involves legal analysis of any pension credits, deductibility of amounts, and related tax benefits, as well as an assessment of tax returns in order to identify risks and inconsistencies with respect to the remuneration of a company's employees, review of compensation, incentive, and pension plans. This analysis considers the case law of the CARF (Board of Tax Appeals) and the Courts of Appeal, thus presenting our clients with the up-to-date and accurate scenario.

WE PROVIDE PREVENTIVE AND STRATEGIC CONSULTING AND ADVICE WITH RESPECT TO LITIGATION RELATING TO SUCH TOPICS AS:

- Compensation and benefit policies
- Treatment of payroll disbursements
- Expatriate Remuneration
- Private pensions
- Discussion of FAP (Accident Prevention Factor)
- Stock options
- Profit sharing programs
- Hiring bonuses
- Social security contributions in agribusiness
- Substitute Social Security Contributions on Gross Revenue
- Support in case of governmental audits
- Legal disputes involving social security and labor issues
- Preparation of studies and opinions on social security issues

CONTACTS



CELSONO COSTA
PARTNER
celsonocosta@machadomeyer.com.br
+55 11 3150-7090



JOÃO REIS
PARTNER
jreis@machadomeyer.com.br
+55 61 2104-5570



MARIA EUGÊNIA DOIN VIEIRA
PARTNER
mevieira@machadomeyer.com.br
+55 11 3150-7475



RODRIGO MARINHO
PARTNER
rmarinho@machadomeyer.com.br
+55 11 3150-7247



RANKINGS AND AWARDS



LACCA APPROVED 2022
9 practice areas and
22 ranked lawyers

2021 | LATIN LAWYER 250
22 practice areas and
52 ranked lawyers



2021
7 areas ranked as Top Tier – Brazil
18 recommended areas
65 recognized lawyers



LEADERS LEAGUE

2022
20 practice areas and
53 ranked lawyers

J.P.Morgan

2021
Joan Guggenheimer Law Firm
Diversity Equity and Inclusion
Award's category

Chambers
AND PARTNERS

2022 | AWARDS
Law firm of the year in Public Law category

2022 | GLOBAL
12 ranked lawyers and 32 recognized lawyers

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12 ranked lawyers and 32 recognized lawyers

2022 | FINTECH
FinTech Legal in Brazil

2021 | BRAZIL
13 practice areas and 30 ranked lawyers

2021 | LATIN AMERICA
19 practice areas and 40 ranked lawyers

2021 | HIGH NET WORTH
Private Wealth Law in Brazil

**CLIENT
CHOICE
Awards
2021**

5 areas recognized for the quality
of work and service offered
to their customers: Energy &
Natural Resources, Securitisation
& Structured Finance, Projects
& Procurement, Public Law and
Corporate Governance

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