



of undertakings - Lawyers specialising in social law - Coll
Individual employment law - Collective labour relations -
Alternative forms of remuneration and taxation - Corpo
rate reorganisations and transfers of undertakings - Crim
inal social law - Privacy and data protection - Protection
of intangible corporate property - Well being, stress and
harassment in the work place - Discrimination - Interna
tional mobility and expat executives - Corporate manpow
er audits - Service and consultancy contracts - Company
officers and corporate governance - Management com
panies - Individual employment law - Collective labour

A FIRM OF SPECIALISTS

SOTRA is a law firm specialising exclusively in social law and legal services linked to human resources, including taxation. Founded by experts with collective experience in these fields stretching over several tens of years, Sotra has offices in all three Regions of Belgium and is therefore able to provide its clients with a personalised service that is close to home.

Over and beyond our Belgian home market, we have partnerships with law firms in all EU countries and the USA, enabling us to quickly and professionally handle cases with an international dimension.

Our expertise

Social law is a highly technical area with no place for “rough solutions”: only a firm of specialists is therefore in a position to serve you with high levels of excellence, pragmatism and efficiency.

Our expertise is drawn from many years of practice on behalf of a particularly broad-based, demanding clientele. Our experience is further enhanced by a range of university teaching posts, bench duties in the courts system, conferences and training courses that we organise and promote, plus the many books and articles that our lawyers publish.



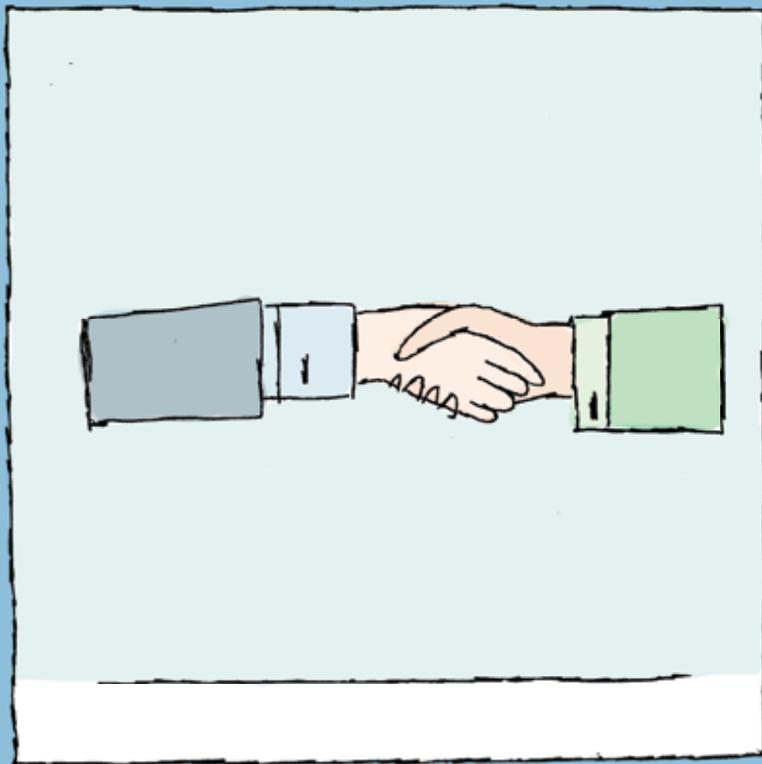


OUR AREAS OF PRACTICE

Our lawyers assist you in all areas of social law and HR taxation:

- Individual employment law
- Collective labour relations
- Alternative forms of remuneration and taxation
- Corporate reorganisations and transfers of undertakings
- Criminal social law
- Privacy and data protection
- Protection of intangible corporate property
- Well being, stress and harassment in the work place
- Discrimination
- International mobility and expat executives
- Corporate manpower audits
- Service and consultancy contracts
- Company officers and *corporate governance*
- Management companies

SOTRA :
Specialists in social
law. Nothing more,
nothing less.

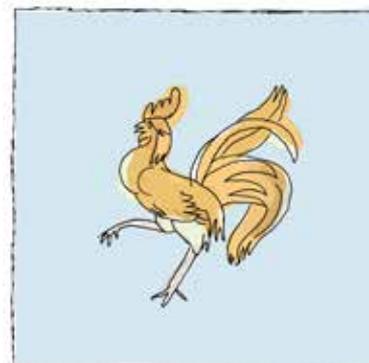
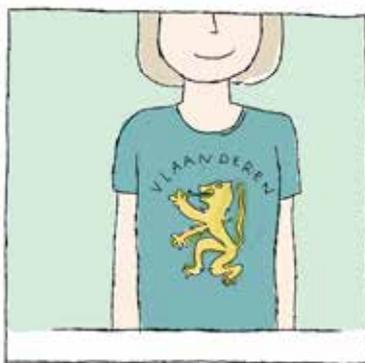
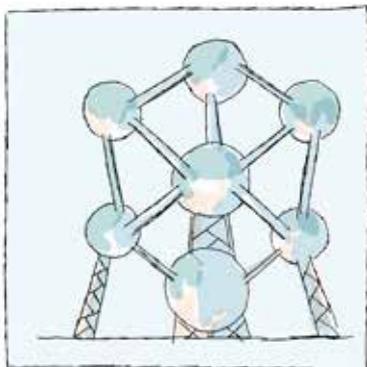


OUR COMMITMENTS

- We take the weight off your shoulders
- We're proactive and accessible
- We manage your costs as if they were ours
- We deliver quality, without compromise
- We keep our promises!

OUR SPECIAL QUALITIES: CLOSE TO YOU, UP TO DATE, AT YOUR DISPOSAL

Sotra is naturally close to its clients and is therefore better able to appreciate the specific issues they face: a decisive factor in a field with such sensitive human facets as social law.



To this geographical accessibility is added our use of the most up-to-date working tools. For example, **Sotra Connect** gives clients permanent, secure access to their cases: correspondence, memos, billing, schedules of work done, and so on. They can also consult and use a database of high-quality standard documents that is constantly updated.

These powerful tools are matched by our lawyers' **unflinching availability**, a fundamental feature on which we brook no compromise.

OUR CLIENTS: FROM START-UPS TO MULTINATIONALS

Our clientele has been steadily and surely acquired over time and includes start-ups, SMEs, major corporations and also government agencies and private individuals.

Each client, regardless of size, receives top-notch expertise and impeccable service from the lawyer of their choice or that is best suited to deal with their case. Combined with our innovative billing policy, this allows us to charge a fair price, proportionate to the sums at stake and the importance of the cases entrusted to us.



Start-up



SME



Major corporation



Government agency

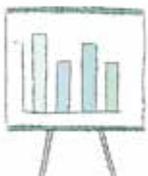


Private individual



LITTLE “EXTRAS” FOR OUR CLIENTS

We take a great deal of care of our clients: they get quality deliverables, of course. But, more than that, we give them tools that keep them fully abreast of the latest developments in social law, on a manner that’s both efficient and enjoyable.



Afternoon Social Law Sessions

Once every three months or so, we organise social law update seminars allowing you to keep pace with all the latest in terms of legislation and case law, with a special accent on a topic that’s hot in the news.



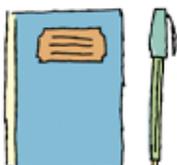
Webinars

If you haven’t the time to attend one of our seminars and want to choose when to get the low-down on new developments, then our webinars are the answer. They give you the flexibility and freedom to stay up to date, whether you take part live or at a later date by checking out the resources on our website.



Sotra News

Our regular e-newsletter keeps you immediately posted on recent or imminent developments in the field of social law.



SOTRAcademy

We come to you to organise interactive training courses on general social law or particular topics that you need brushing up on (dismissal for serious cause, payroll administration, calculating notice periods, etc.). Your HR staff and management will quickly get the knowledge they need on the issues they face in their daily work.



Sotra Connect

If they wish, clients are given on-line, secure access to their case files, making it much easier for them to keep tabs on developments and ensure their own records are in proper order. This offering also includes use of a reliable, up-to-date archive containing standard forms of documentation.

www.sotra.be

