



Newsletter

## Labor, Social Security and Immigration Practice Group

### Renewal Process of the REPSE Registration: Challenges and Opportunities

At our firm, we are aware of the challenges that companies face during the REPSE renewal process. From technical issues with the platform, such as system update failures or discrepancies in electronic signature information, to misunderstandings that do not adequately reflect the labor, tax, and social security situation before the Department of Labor, there are numerous hurdles. Additionally, factors like changes in corporate name and purpose, even when the company already has a REPSE to renew or is about to expire, as well as employer substitutions and other organizational changes, can further complicate compliance with these crucial obligations.

At **Sánchez Devanny**, we have obtained experience and knowledge to overcome these obstacles through efficient and smooth processes.

#### What is REPSE and Why is it Important?

REPSE is a mandatory requirement for companies providing specialized services or specialized works, according to the Federal Labor Law. This registration, managed by the Department of Labor, ensures compliance with fiscal and social security obligations, enhancing transparency and accountability in the subcontracting regime.

#### How Can We Help You?

At **Sánchez Devanny**, we handle the entire process of obtaining and renewing the REPSE registration, ensuring your company meets all legal requirements:

**1. Comprehensive Advisory:** We guide you in understanding the specific regulations and requirements of the REPSE.

**2. Documentation Management:** We assist in gathering and submitting all necessary documentation for your registration or renewal process.

**3. Personalized Follow-Up:** We provide continuous monitoring of your application status until the registration or renewal process is successful.

**4. Timely Renewal:** We manage the renewal of your registration within the established deadlines to avoid penalties.

**5. Change of Corporate Name:** If you have difficulties renewing due to a change in the corporate name, we handle the necessary procedures.

**6. Cancellation:** We carry out the appropriate processes to prevent cancellation of the REPSE registration, once notified for non-compliance with obligations.

#### Other Relevant Aspects During the REPSE Registration and Renewal:

• **Tax and Social Security Obligations:** We verify and carry out the necessary procedures with the IMSS and SAT to ensure that your company is compliant with its obligations.

• **Corporate Purpose:** We ensure your company has a corporate purpose that includes the performance of specialized services or specialized works.

• **Specialized Services:** We verify that the services or works provided do not form part of the client's main economic activity.

Our team of experts is ready to assist you in fulfilling this important obligation in accordance with applicable regulations.

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We build enduring client relationships because we make every effort to understand our clients' businesses and expectations, to serve as an ally, and to provide **complete, accessible and personalized advice**.

## Labor, Social Security and Immigration Practice Group

This practice advises clients on compliance with labor and social security laws, and in the design and implementation of labor structures to avoid risk. We assist in processing immigration documentation for top-level executives and their families, with employment agreements, terminations, and fringe benefit planning, and represent clients in employment litigation.

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