

CONTACT:

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EMPLOYMENT STATUS	Each individual will be employed by the local partner company of White Coral Panama Inc.
PAYROLL	Employees will be placed on the local payroll of White Coral's partner. Salaries are paid into a local bank account and can be paid in either local currency (GTQ) or USD. All employees are entitled to receive an 'incentive bonus' which is an annual bonus paid twice annually. The first payment (13 th month salary) is paid in July and a Christmas bonus (14 th month salary) is paid in December. Both are equal to one month's salary.
TAX & SOCIAL SECURITY	<p>Income tax rate in Guatemala is 7%.</p> <p>Social Security contributions are as follows:</p> <p>Employer contribution: 12.67% of gross salary</p> <p>Employee contribution: 4.83 % of gross salary</p>
IMMIGRATION	<p>The work permit and Temporary Residence for Migrant Worker is the standard process for foreign nationals working in Guatemala. Temporary Residence can be requested for between one and five years, based on contract length.</p> <p>The applications for the work and residency permit are both made inside Guatemala, and it generally takes around 6 to 11 months to finalise the whole process. The applicant does, however, have the right to commence work once the initial work permit has been approved. This can take approximately 2 to 4 months from the date of submission.</p> <p>Knowledge of Spanish is required in order to obtain the work permit. A personal statement before a notary should be signed by the applicant stating that he/she can understand, write, speak and read Spanish to comply with this requirement.</p> <p>As White Coral Panama Inc. does not have any control over the work performed by the authorities, we cannot be held responsible for the time taken to process the applications. However, we continuously monitor the situation with the assistance of our local partner and utilise any methods available to expedite the process.</p>
ABOUT GUATEMALA	<p>Capital: Guatemala City</p> <p>Dialling code: +502</p> <p>Currency: Guatemalan quetzal</p> <p>Official Language: Spanish</p> <p>Continent: North America</p>