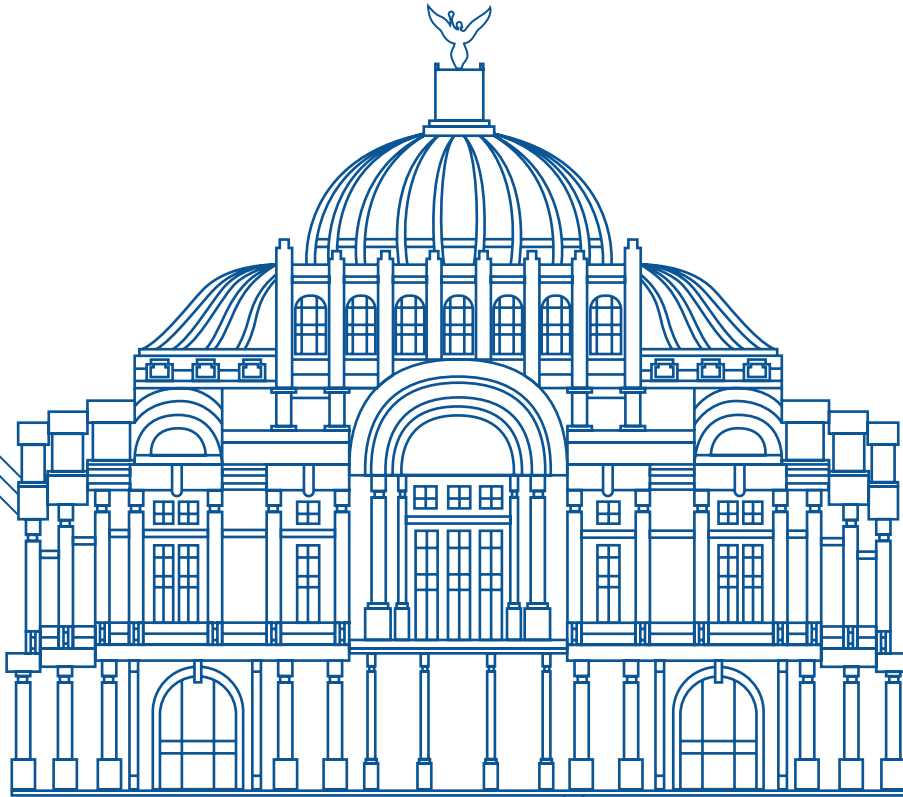




**WMP Mexico Advisors**

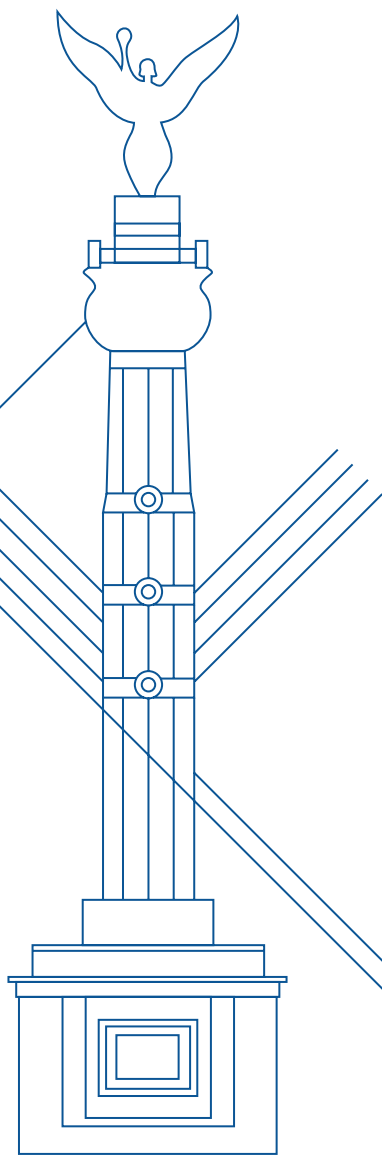






**WMP Mexico Advisors**

The partner of small and  
medium-sized enterprises in Mexico



Monument to Independence, Known as the "Angel of Independence", Mexico City



**WMP Mexico Advisors is celebrating its 10th anniversary as the ideal partner for medium-sized companies in Mexico**

We look back over these last ten years with pride and happiness. It is not only our skills that have led to the success of our organization, but also our innovation, our reliability, and our high quality.

We are convinced that we owe all this to our loyal customers and our professional employees. We are full of energy and looking forward to the future!

For decades, Mexico has been seen by international companies as a point of interest. New Mexican government reforms have led to an increase in foreign direct investment. Framework conditions that are favorable for companies will continue to generate new expansion projects in the future.

Mexico offers the perfect conditions for investment: an ideal geographic location, excellent commercial relationships, and a promising economy with a young and well-trained workforce.

It is the specialized knowledge that we have gained over many years of experience in international business, as well as our local presence in Mexico, that allow us to ensure that our clients operate in compliance with these requirements.

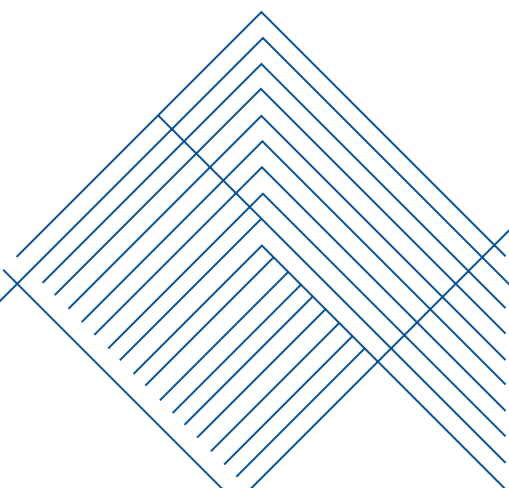
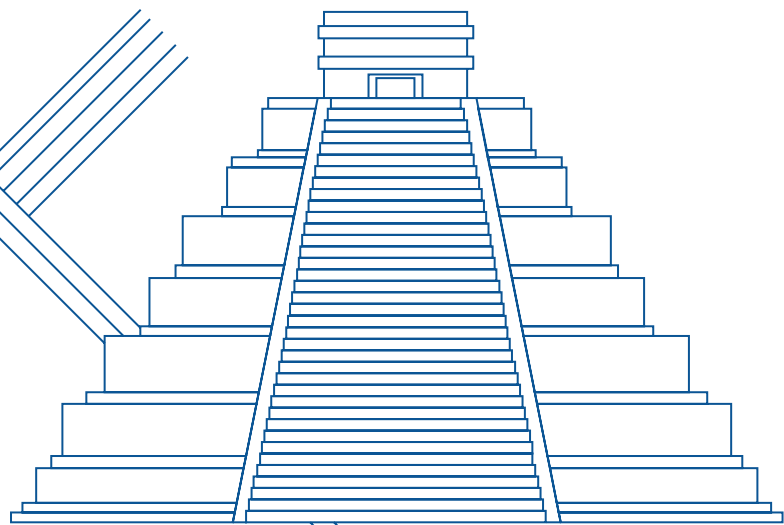
We would be happy to help you to make the most of your opportunities in the Mexican market.

From our offices located in Querétaro, Mexico City, and Puebla, we are equipped to coordinate your operations on a national scale in an individualized and flexible manner.

Our company's policy is to offer customer-oriented services of the highest quality so that you can focus on the activities that are most important to you and to the growth of your company.

If you would like to contact us, it would be our pleasure to advise you personally.

**Thomas Wagner**  
**Founder and Managing Director**  
**wagner@wmp.mx**  
**www.wmp.mx**

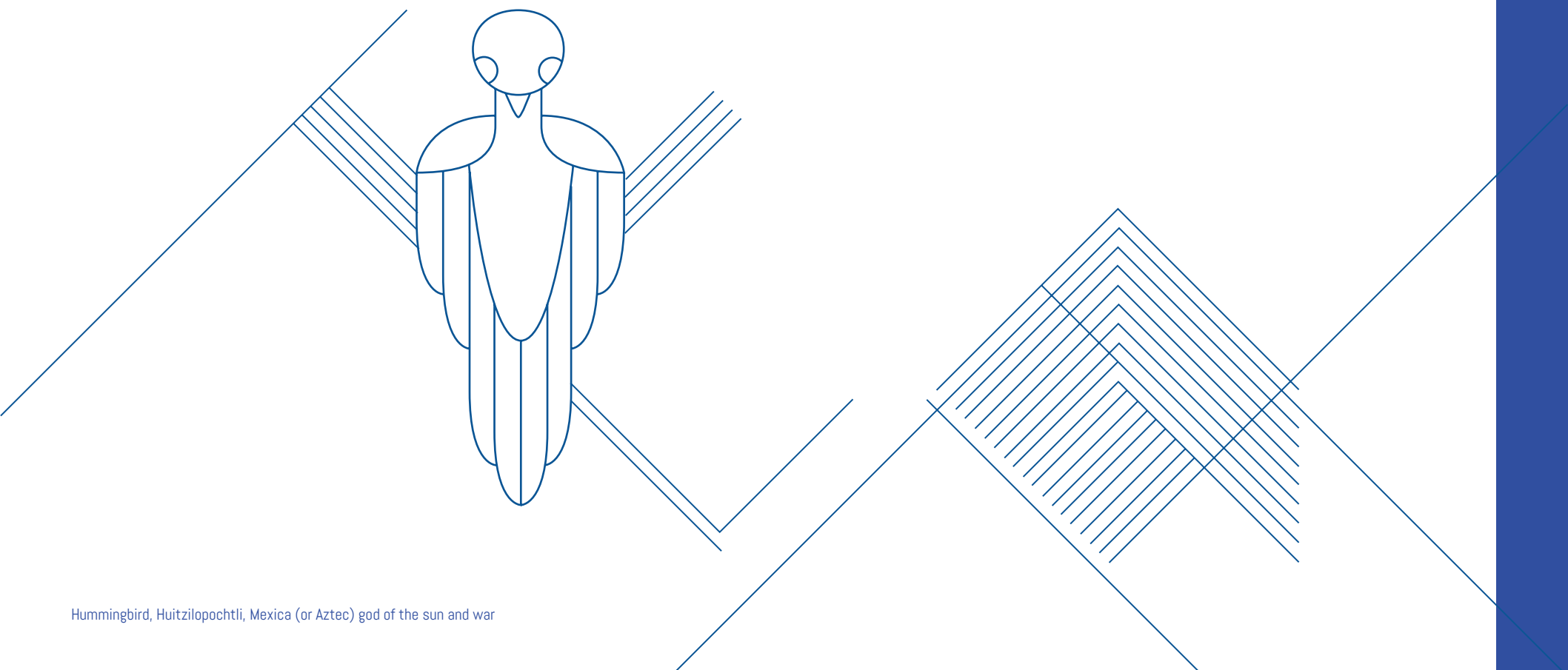


The Temple of Kukulcán, Chichén Itza Archaeological site

## WMP Mexico Advisors

In 2008, two partners, Thomas Wagner and Anabel Muñoz, founded **Wagner Muñoz & Partners**, which to this day is a tax consultancy and external public accounting. Our goal is to provide assistance to international companies for all occurring fiscal, financial, and administrative issues that arise during their initial period here, and in the management of their foreign subsidiaries in Mexico. Due to the high demand for consulting services in Mexico, **WMP Mexico Advisors** was founded in 2012 as a Corporate Alliance. This umbrella name now combines **WMP Tax & Accounting** (formerly Wagner Muñoz & Partners), **WMP Consulting Services**, and **WMP Legal**.

Since its founding, **WMP Mexico Advisors** has grown steadily in order to offer its customers a full range of solutions.

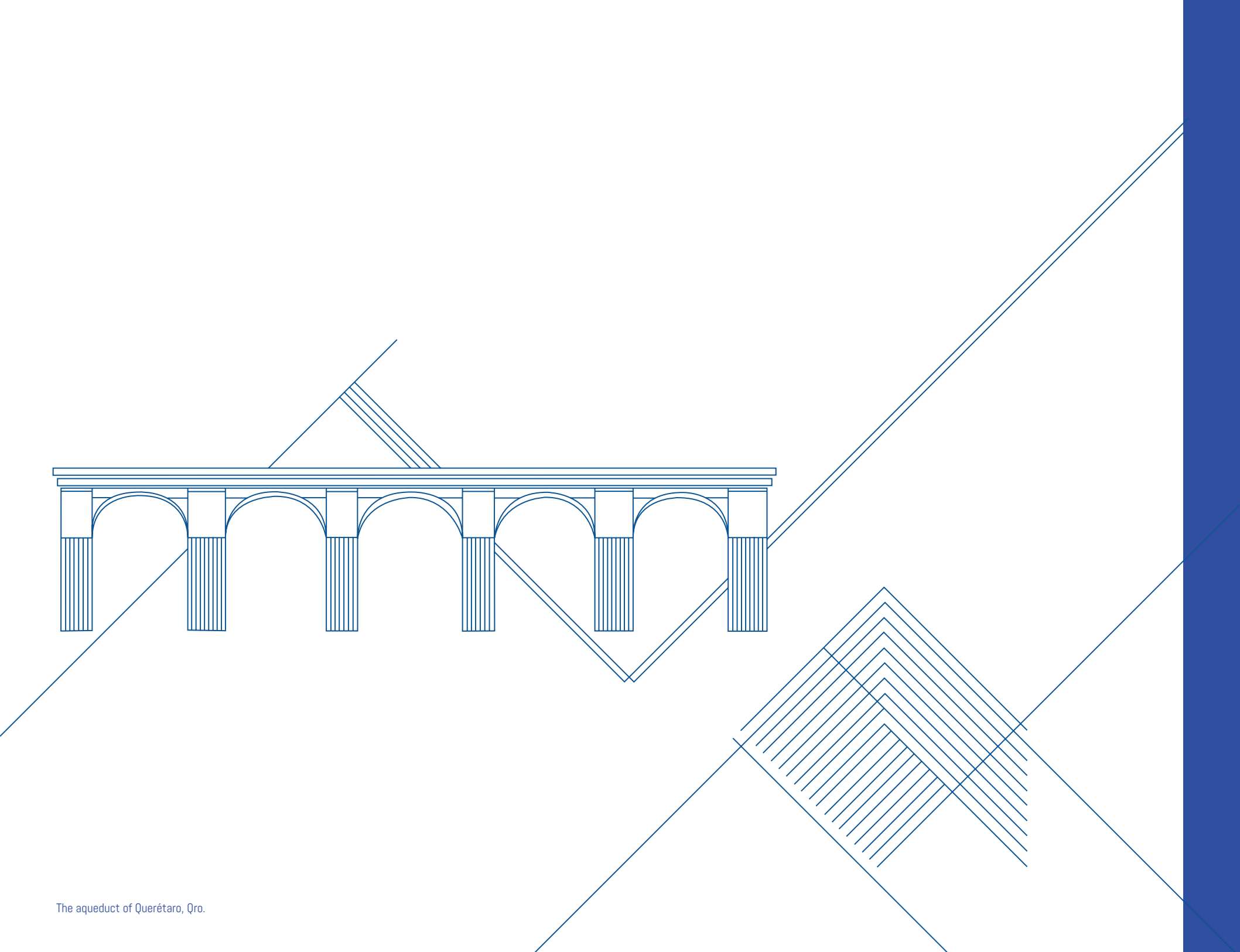


Hummingbird, Huitzilopochtli, Mexico (or Aztec) god of the sun and war



## Why Business Process Outsourcing (BPO) in Mexico?

- » Cost savings.
- » Predictable costs.
- » Regular updates in specific areas with support from our specialists.
- » Ensures compliance with ever-changing laws and regulations.
- » Allows you to focus on your core business.
- » Increases quality and efficiency.
- » Less office space and fewer management processes in the company.
- » A solution to employee turnover in a highly dynamic labor market.

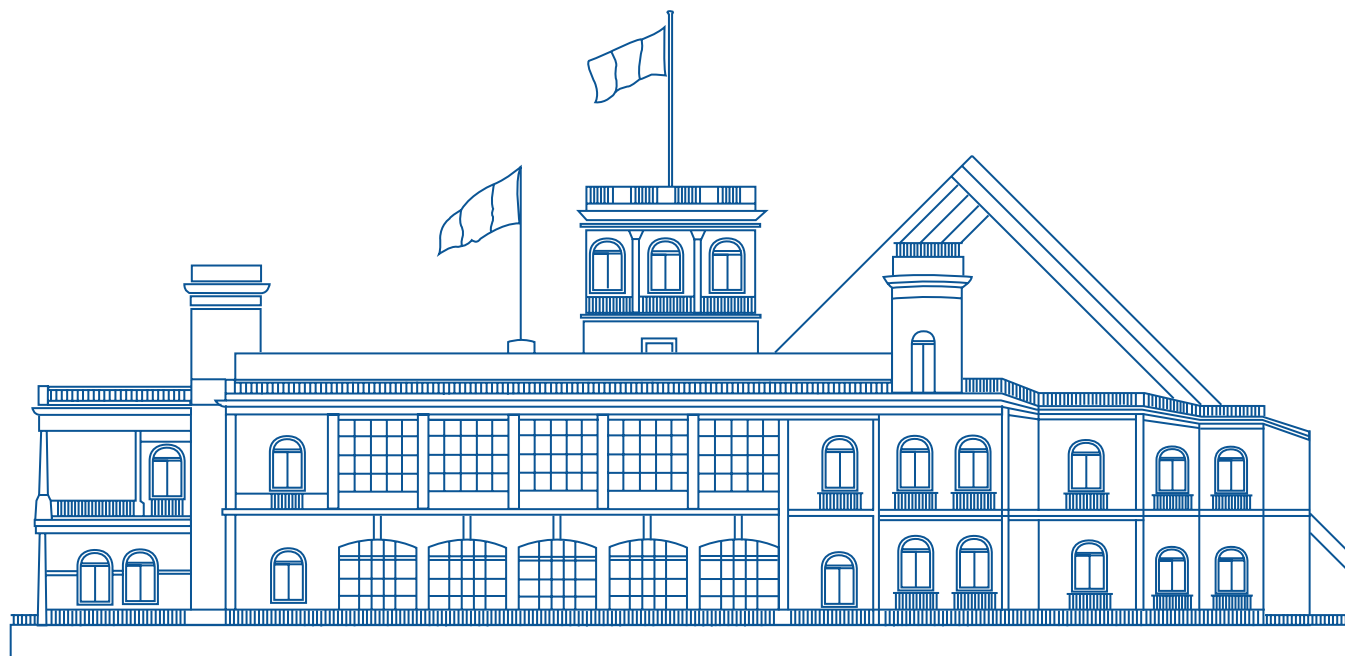


The aqueduct of Querétaro, Qro.

## Why collaborate with WMP Mexico Advisors?

### WMP is your trusted partner in Mexico

- » We are one single firm that offers tax consultancy, legal advice, and business consultancy with a focus on international, medium-sized enterprises.
- » We focus exclusively on Mexico.
- » We offer certified, Mexican specialists in accounting and tax issues.
- » We ensure compliance with local laws and regulations.
- » WMP is run by an international team of partners, each with more than 15 years' local experience in Mexico.
- » We have an extensive network of contacts and relationships in the local economy and politics.
- » The Multilingual Key Account Manager is your contact person for the daily business.
- » WMP has offices in Querétaro, Mexico City, and Puebla as well as representation offices in Stuttgart (Germany) and Greenville, S.C. (U.S.A.).
- » We have supported over 200 satisfied clients from various industries and countries.
- » Our values are honesty, efficiency, confidentiality, and punctuality.



Chapultepec Castle, Mexico City



### **Tax Consultancy**

Tax Law in Mexico is constantly changing. We are your trusted partners for tax consulting, taking full responsibility over your monthly and annual accounting. With WMP Tax & Accounting you can rest assured that your business is fully compliant with all applicable rules and regulations in a timely manner.

Our service includes managing tax refunds and all procedures with local tax authorities, including audits. Furthermore, we offer support on Transfer Pricing Guidelines.

### **Accountancy**

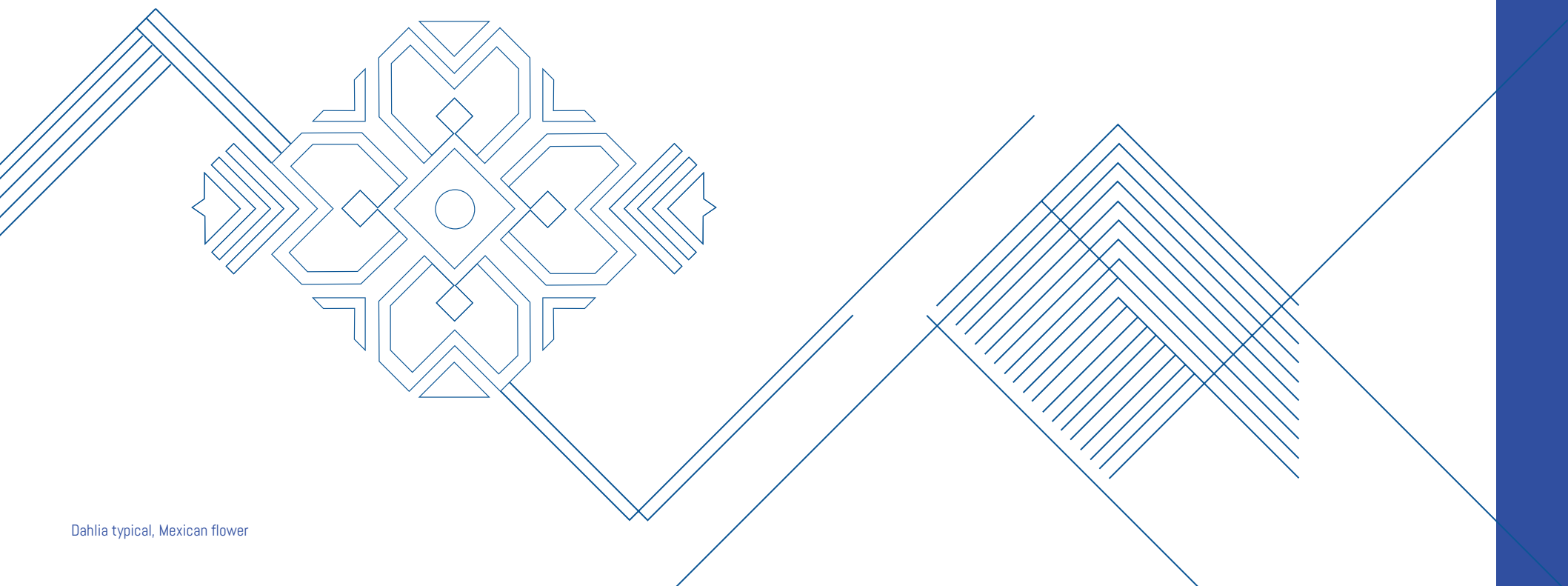
Our qualified Mexican accountants and tax consultants are coordinated by multilingual Key Account Managers who are available for our customers as a contact for daily business.

### **Reporting and Controlling**

Reports on monthly and annual accounting are transmitted directly by our multilingual Key Account Managers to your parent company. We use your own formats and templates and review your company's performance together with you.

### **Payroll Statements**

We can take over the complete operation of your local company payrolls; this service includes updating in and reporting to the social security system, as well as support in all personnel-related issues.



Dahlia typical, Mexican flower



### **Cash and Bank Management**

Let us do the cash and bank management of your Mexican Company, which we can manage through a trust or a power of attorney.

### **Electronic Invoicing**

We are also able to handle your invoicing, which is subject to strict electronic certification regulations in Mexico.

### **IT Support and ERP-Customization**

In addition to our Mexican accounting software, we can also manage your accounting in your own SAP or Navision system, and support your company's introduction and adjustment to Mexican requirements.



Church of Esquipulas, Zacapoaxtla, Puebla



### **Company Formation**

We help you in all aspects of your company's incorporation in Mexico. We assist you every step of the way during your company's set-up, and we support you in visits to authorities and public entities – including the opening of bank accounts.

### **Legal Compliance Service**

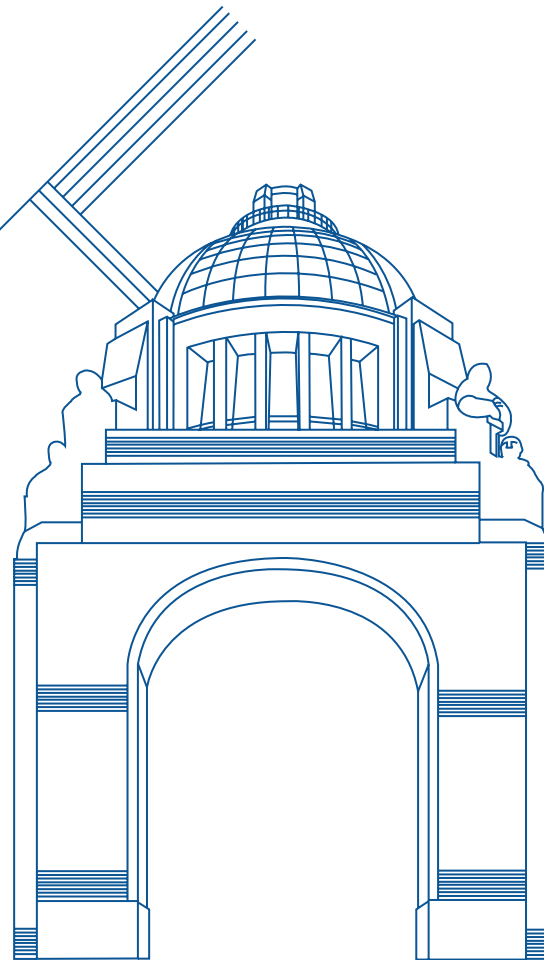
With our in-house attorneys, we have the necessary legal expertise to ensure the operation of your Mexican subsidiary, in full compliance with Mexican policies.

### **Immigration Law**

As experts in administrative and legal matters, we are able to assist you with applications for your foreign employees' work permits. We know the requirements and basic conditions and can adapt to any unforeseen situation, successfully processing work visas for you as quickly as possible.

### **Company Law**

We keep your company records in order. This includes all changes made to the company's legal record in the current fiscal year such as shareholders' meetings to increase capital or to grant powers of attorney.



Monument to the Revolution, Mexico City

**Contract Law**

We gladly review commercial contracts and advise you in the negotiation of their contents in order to ensure compliance with legal requirements.

**Labor Law**

Let us advise you legally and strategically on creating local labor contracts in order to properly employ and retain personnel in the highly competitive Mexican labor market. When negotiating with trade unions you should have an expert on your side. We will be pleased to assist you in all of these aspects.

**Legal Auditing**

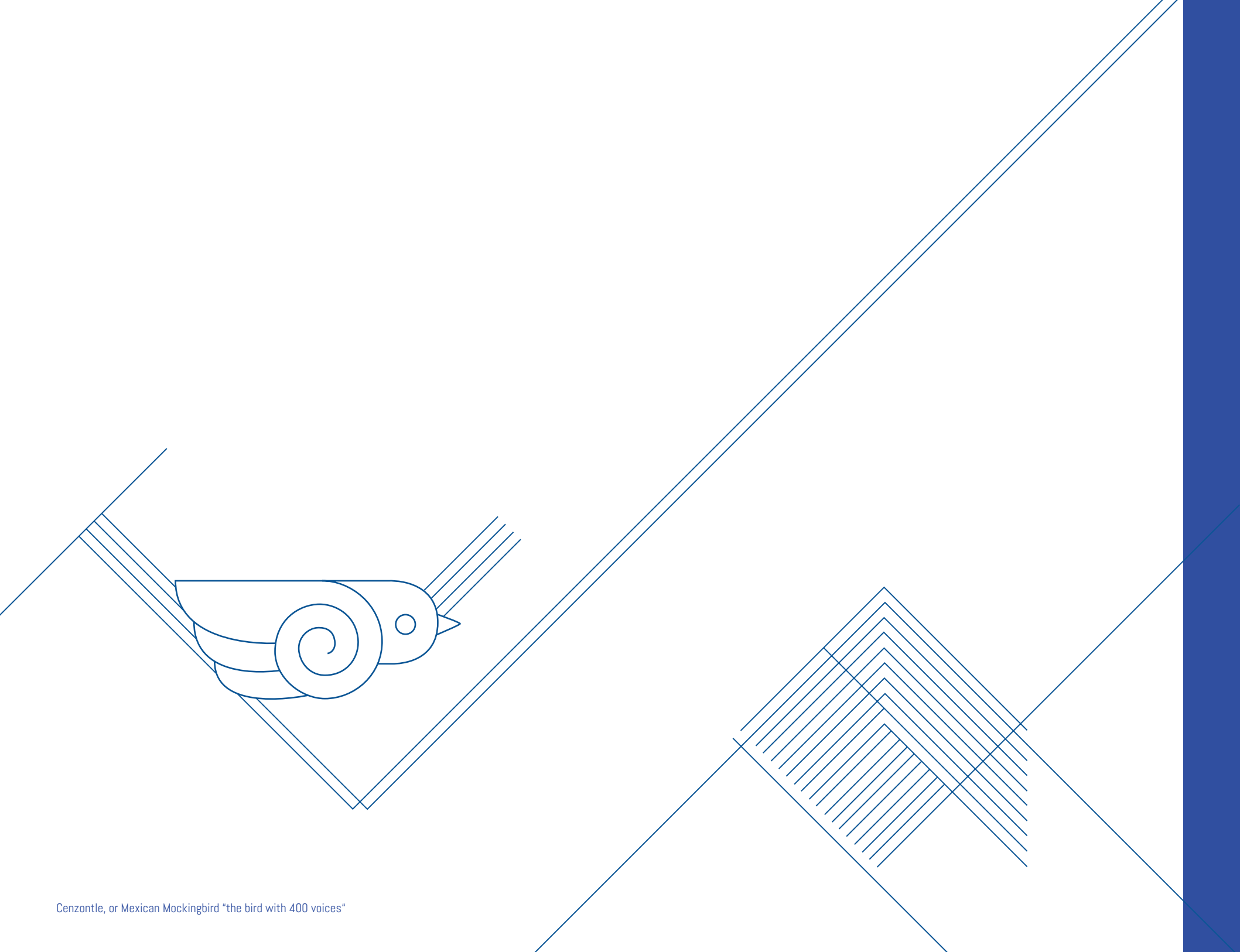
We offer legal auditing services, with the assistance and expertise of our network of local professional specialized attorneys.

**Trademark Law**

WMP Legal is able to register your trademark or slogan with the Mexican authorities.

**Liquidation of a Mexican Company**

Do you want to withdraw your Mexican company from company registries? We can advise you at every step of the process.



Cenzontle, or Mexican Mockingbird "the bird with 400 voices"



### **Location Analysis**

Locations can vary greatly in Mexico, and depending on your plans, the choice of a site may have a significant influence on the success of your business. We can help you find the perfect location for your subsidiary, taking into consideration all of your needs and requirements.

### **Real Estate and Land Search**

Whatever you may be looking for, be it factory buildings, warehouses or offices, we will be happy to advise you on building specifications and offer you different options, and supporting you through the next steps such as contractual negotiations. What kind of production plant ideas are you envisioning? We will gladly help you to search for a suitable real estate and connect you with competent architects and construction companies.

### **Market Analysis and Market Entry Strategy**

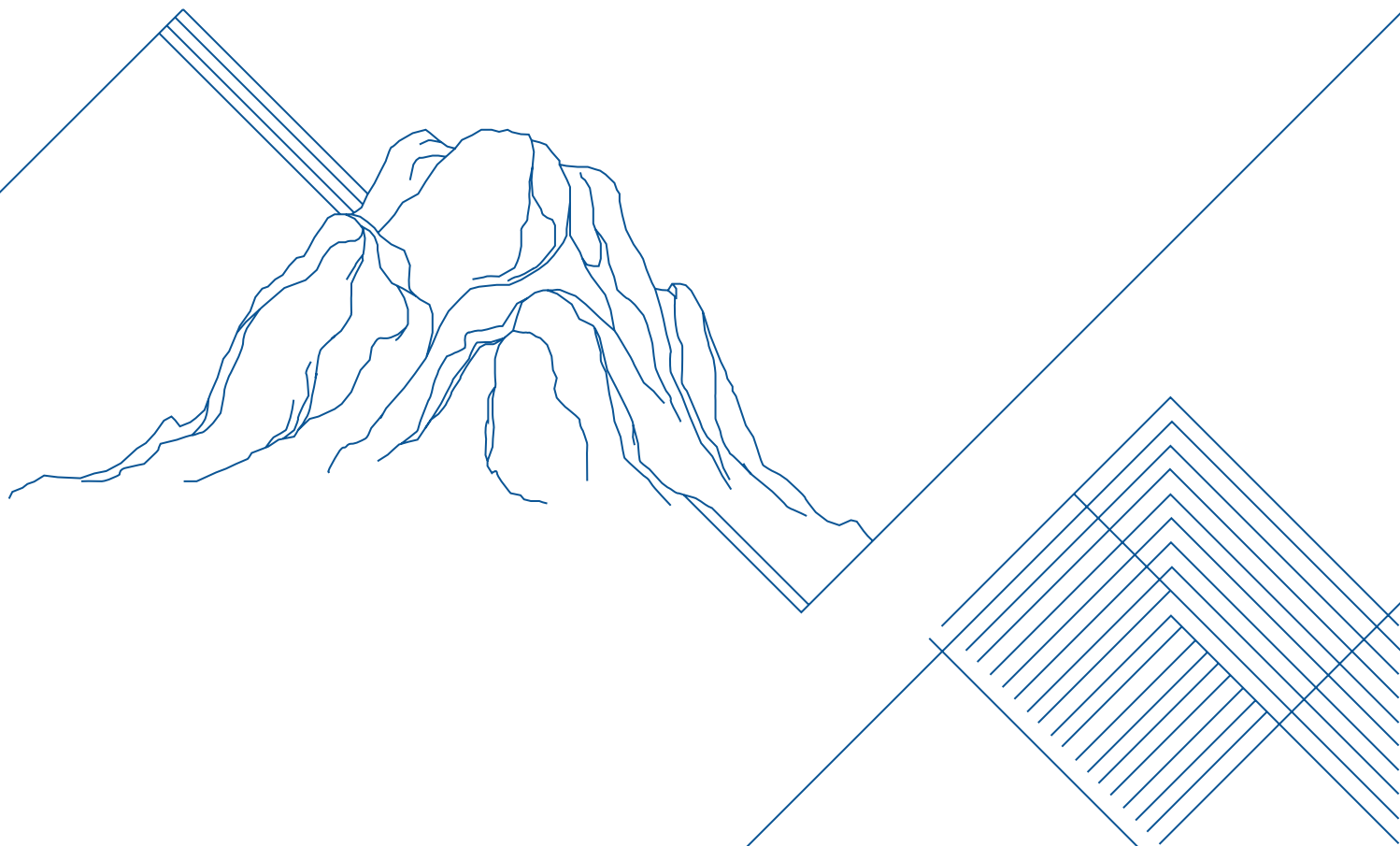
Let us help you to identify opportunities and challenges from the ground up. Based on these findings, we are able to develop a sustainable strategy that is uniquely suited to your company.

### **Business Partner Search and Supplier Development**

You will benefit from our extensive network of contacts and relationships; your success is our success.

### **Project Management**

Individual projects are handled quickly and smoothly thanks to our local know-how. More than ten years' experience in Mexico has taught us a certain hands-on attitude and cross-cultural expertise.

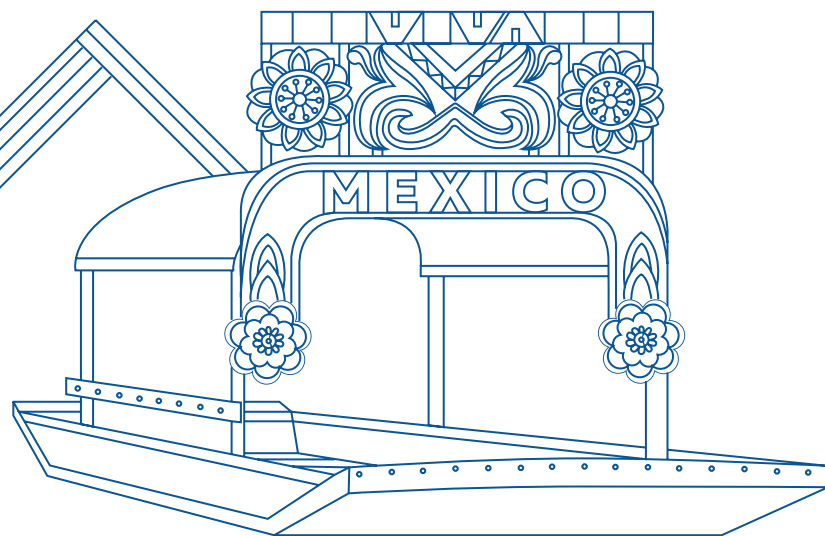


## Our clients

WMP Mexico Advisors is the ideal partner of SMEs in Mexico. Our customers are international companies, who have discovered Mexico as a new market and found in WMP a professional partner that supports them in the market development. WMP Mexico Advisors' clients represent various industries such as automotive, mechanical engineering, electronics, food and beverage, healthcare, energy, service, and consumer goods.

Let us help you secure the long-term success of your company!

It would be a pleasure to send you an extract from our client reference list.

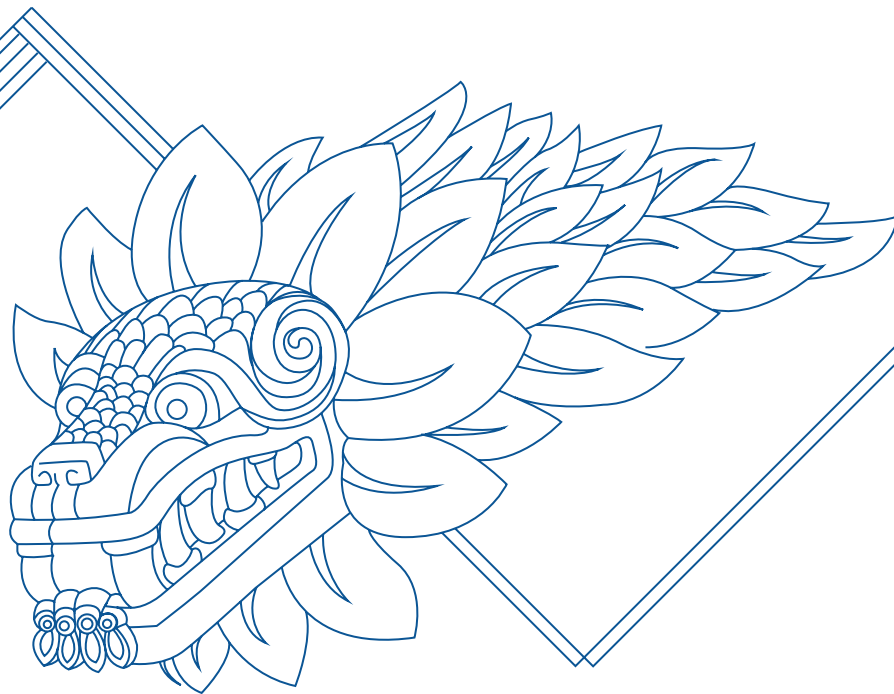


"Trajinera" boats, Xochimilco, Mexico City



## Our Team

Our steadily growing team, consists of more than 120 Mexican and international employees who work at our offices in Querétaro, Mexico City, and Puebla. With their help, we can guarantee excellent communication and understanding between different countries and cultures. We know the challenges that parent companies and their foreign subsidiary face in day-to-day work. We offer you tailor-made solutions for any situation.



## Business Partner



### International Recruiting

Acensblue brings together what belongs together – companies and their talents. By breaking old patterns, and with our innovative strategy, dedication and passion, we find for our customers the perfect match between employer and employee. We select personnel for middle and upper management; talented future leaders as well as qualified specialists. Our goal is to provide our customers with high-quality, long-term solutions in personnel recruitment.

### Human Resource Development

In order to take full advantage of each candidate's and employee's potential, we get to know their strengths and weaknesses and create individual training plans. Investing in the training and specialization of your employees means investing in the future of your company. Acensblue offers individually designed training courses and coaching in the fields of leadership management, teamwork, communication and strategic planning.

### Development and Implementation of Process Flows and Organizational Structures

Mexico is a market with an enormous potential for growth. We help you convert your goals into concrete results by defining and implementing process flows. We ensure effectiveness by utilizing organizational structures matched to your company's size and create a work environment in which your employees feel part of a well-functioning entity.

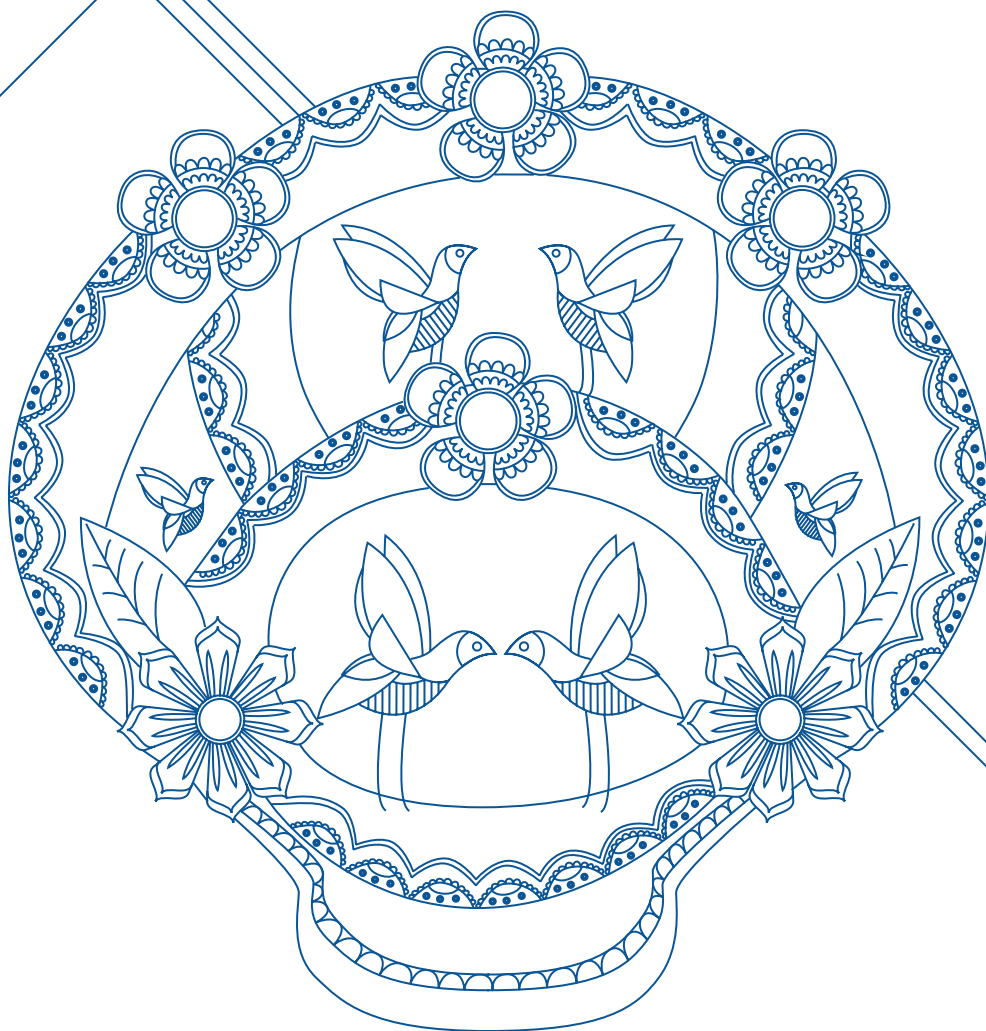
### Payroll Services

We prepare wage and salary statements for you, in order to facilitate the administration of your company. Punctuality and transparency for both employers and employees, is especially important for us; this is guaranteed by our know-how and the state-of-the-art technology, with which we process large quantities of data in time. Reliability, as well as compliance with all local regulations, are the principles of our work. With Acensblue you have an expert on your side.

#### Querétaro

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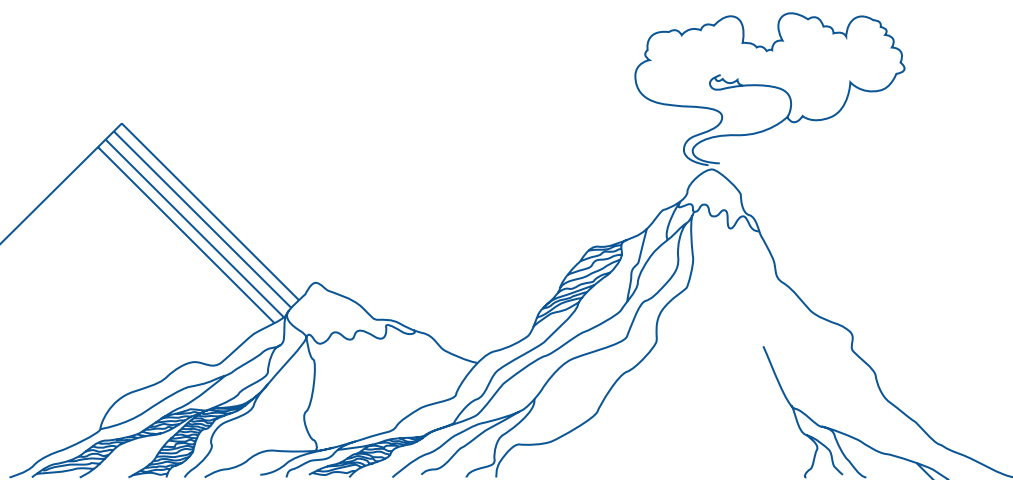
[info@acensblue.com](mailto:info@acensblue.com)    [www.acensblue.com](http://www.acensblue.com)



Tree of life, Mexican folk art: clay sculpture

Focus on your core business; we will take care of the rest!

- » We are an international consulting company specialized in taxation, accounting, and legal matters in Mexico with focus on international, medium-sized enterprises.
- » We focus exclusively on Mexico.
- » We have profound knowledge of the Mexican market, its opportunities and risks.
- » WMP is run by an international team of partners, each with more than 15 years' local experience in Mexico.
- » We have an extensive network of contacts and relationships in local economy and politics.
- » The Multilingual Key Account Manager is your contact person for daily business.
- » We support over 200 clients.
- » We have more than 120 employees.



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