

# Offshore, onshore in the Mix

You can flexibly adapt the deployment of Indian specialists to your requirements, offshore and onshore, by deploying employees from MeJuvante

	Mode	Duration	Pro	Contra
<b>MeJuvante ICT</b>  <b>Inter Company Transfer</b>	MeJuvante IndoGerman Holding  Employee deployment in 2 – 6 weeks  ICT enables the use of rare resources from India in Germany	Employees can be deployed in Germany via ICT for up to 24, max. 36 months.  Subsequently internalization with you or continued employment offshore, or onshore if necessary	+ Training during the 6 month lock-in period for ICT on offshore prices + After completion onshore, offshore cost effectively + ANÜ or Replacement cushions the MeJuvante and ensures that you can preserve your valuable incorporated resource.	- Fly first time after 6 months in Germany - 36 months of deployment, although the visa process can be initiated seamlessly if resources are required - For onshore to Germany conditions apply



Test the performance of the professionals offshore, Cooperation onshore, with the option of later internalisation