

The "Cyber Shield" Bento Dashboard Concept

This layout uses rounded rectangular tiles to compartmentalize the five key negotiation points into a single, executive-friendly view.

Quadrant 1: The Fiscal Foundation (The Floor Test)

- **Module: Reference Salary Audit.**
- **Visual Strategy:** A **Status Meter** showing your proposed €110,000 gross against the local €75,000 benchmark.
- **Action:** Explicitly request a written simulation from HR to prove your post-exemption base stays above this "floor".

Quadrant 2: The Contractual Core (Audit-Proofing)

- **Module: The "Call from Abroad" & Variable Pay Clauses.**
- **Visual Strategy:** High-contrast **Navy Blue** tiles with emerald green checkmarks to signal authority and growth.
- **Action:** Ensure the contract states you were recruited while residing outside France and that the 30% bonus applies to sign-on bonuses and RSUs.

Quadrant 3: Operational Cash Flow (Day 1 Optimization)

- **Module: Social Charge & Relocation Mechanics.**
- **Visual Strategy:** A **Waterfall Chart** illustrating how the 30% exemption interacts with the 6.8% deductible CSG to maximize immediate net take-home pay.
- **Action:** Confirm HR will apply the withholding tax (PAS) discount immediately so you don't effectively "loan" money to the tax office until your next refund.

Quadrant 4: The Legal "Code Block"

- **Module: Article X: The Impatriation Bonus Template.**
- **Visual Strategy:** A stylized **monospaced text box** on a slate gray background, mimicking a secure code snippet.
- **Action:** Use the provided template to define the bonus as a "specific and essential condition" of your recruitment to ensure it survives a future audit.

Design Style Guide for 2026

Element	Specification	Strategic Reason
Grid System	Bento Layout (2x2 or 3x3)	Solves the "wall of text" problem; allows scanning 10+ data points instantly.
Color Palette	Deep Navy (#003049) & Emerald (#50C878)	Navy projects authority/trust; Emerald signals financial growth and "go" status.
Corner Radius	16px - 24px	Softens junctions for a modern, high-end SaaS feel preferred by tech executives.
Typography	Inter (Sans-Serif)	Optimized for "thumb-friendly" mobile viewing and high legibility on digital dashboards.