

## Sound tax planning for your internationally mobile workforce

Do you operate in multiple foreign jurisdictions?

Do you have a policy in place to address the U.S. and foreign country individual tax issues for your expats?

Are you concerned about the rising cost of sending individuals on foreign assignments?

Having the right people on the ground is critical to your company's success, regardless of international boundaries. Without proper planning, international assignments often lead to compliance issues and unnecessary costs for the employer. The challenges are real for any company with employees overseas, regardless of whether you have a couple of employees or a couple hundred employees.

U.S. citizens on international assignments remain subject to the full force and effect of U.S. tax reporting and payment requirements and may also be subject to the host country's employment taxes. It can be a struggle to find ways to equalize these tax expenses to ensure employees are not unfairly burdened and the cost of international assignments does not rise too high.

Companies with employees taking assignments in the United States are often challenged to understand the nuances of U.S. tax laws. These inbound companies and employees can benefit from advisors who can help them every step of the way, particularly in their first year of U.S. operations. RSM's international assignment services team brings proven experience with U.S. tax issues and their interrelationship with the unique tax concerns of the host countries where you plan to locate your people.

### **Start with a plan**

Working with you, we can help devise a plan custom-tailored to your company's objectives and your employees' needs. We'll help you explore ways to effectively manage your U.S. and foreign social security, payroll, withholding and other taxes, as well as ways to limit your company's nexus to the host countries for business taxation purposes. Addressing each of these areas helps to control the expense associated with international assignments for your organization.

Our services can be accomplished with resources already on the ground where you are — in the United States and beyond. RSM US LLP is the U.S. member of RSM International, the seventh largest global network of independent accounting and

consulting firms worldwide. This allows us to draw on the experience of more than 37,000 professionals in 110 countries.

### **Personal attention**

To help your internationally mobile employees understand tax and other financial ramifications of their assignments, RSM's international assignment services team designs customized educational programs. These help eliminate your employees' anxiety about their new postings, allowing them to focus on contributing to your company's global success.

Depending on your company's needs, support for your people can range from education on tax and other issues in the host country to complete preparation of their U.S. and host country returns. Because of our deep global resources, we have professionals on the ground to address their needs personally, both at home and abroad.

For inbound companies, we eliminate the unknown, helping the employees understand and comply with the U.S. tax filing requirements. Because we communicate directly with the employees, we take the burden off of the human relations, payroll and accounting departments that would otherwise have to serve as the middleman for the myriad questions that arise.

Through a single point of contact, whether your company is outbound from or inbound to the United States, we simplify your life and manage the provision of services in a properly coordinated manner.

### **A full suite of services**

For your company, we can:

- Conduct pre-assignment cost planning
- Determine payroll requirements at home and abroad
- Provide shadow or split payroll assistance
- Calculate and help make host country payroll tax payments
- Consult on totalization and certificates of coverage
- Help draft policies and provide education relating to tax equalization
- Advise on tax treaties and salary best practices in host countries
- Assist with documentation of non-U.S. tax residents' income and determine tax treaty relief

For your employees, we can:

- Hold pre-assignment and in-country meetings
- Complete hypothetical tax calculations
- Prepare both U.S. and host country returns
- Provide tax equalization calculations

Whether we're working with your company or your people, our success starts with understanding your needs. That's why you'll work through a single point of contact—one professional dedicated to personally understanding your company's global goals and your employees' concerns. We will craft a specific solution that draws on our broad experience of helping hundreds of clients, yet is tailored to your company, your people, and your success.

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