



**Global  
employer  
services**



# Introduction

**When you relocate an employee to another jurisdiction, there are cross-border implications to your business and your employee.**

The planning and coordination of domestic and foreign country tax laws can be challenging and can carry significant financial risk. Our Global Employer Services experts work with you to:

- ▶ Align your corporate employee mobility strategy with your overall corporate objectives
- ▶ Quantify and contain the costs of your employee mobility program
- ▶ Ensure all your compliance needs are met and all required filings are completed
- ▶ Ensure your employees are well served and satisfied with taxation matters related to their transfer.

As a global organisation that covers 162 countries and territories, we have experts wherever you send your employees. Our Global Employer Services group is comprised of experienced individuals from BDO firms who are knowledgeable about national laws and business customs and familiar with local and international business methods. We strive to offer advice that is both technically sound and practical.



**As you expand globally, your access to our global resources can help you do business with the confidence that we can help you with any issue.**

# Our commitment

Our vision is to lead globally in delivering outstanding employer services, driven by a commitment to excellence and innovation.

We empower organisations worldwide with tailored expatriate management solutions, integrating advanced technology and deep expertise across employment law, customised payroll, equity, and immigration services. Our focus is on building thriving teams and fostering long-term partnerships rooted in trust, integrity, and a forward-thinking approach.

As a responsive and reliable partner, we are dedicated to quality and doing the right thing; ensuring our solutions not only meet but exceed the strategic objectives of our clients. By prioritising a diverse, inclusive, and equitable workplace, we harness varied perspectives to enhance our services and support our clients and communities in navigating the complexities of international business.

*Together, we are driven to be the best in every interaction and outcome, today and tomorrow.*



All BDO firms share the same dedication to client service. Our Global Employer Services group ensures best practices are adopted consistently and effectively and they produce thought leadership pieces and technical updates for BDO professionals and clients.

As a global group, because we know each other well and meet regularly, any time or place that an issue arises on an engagement, we can resolve it quickly, with a minimum amount of fuss.

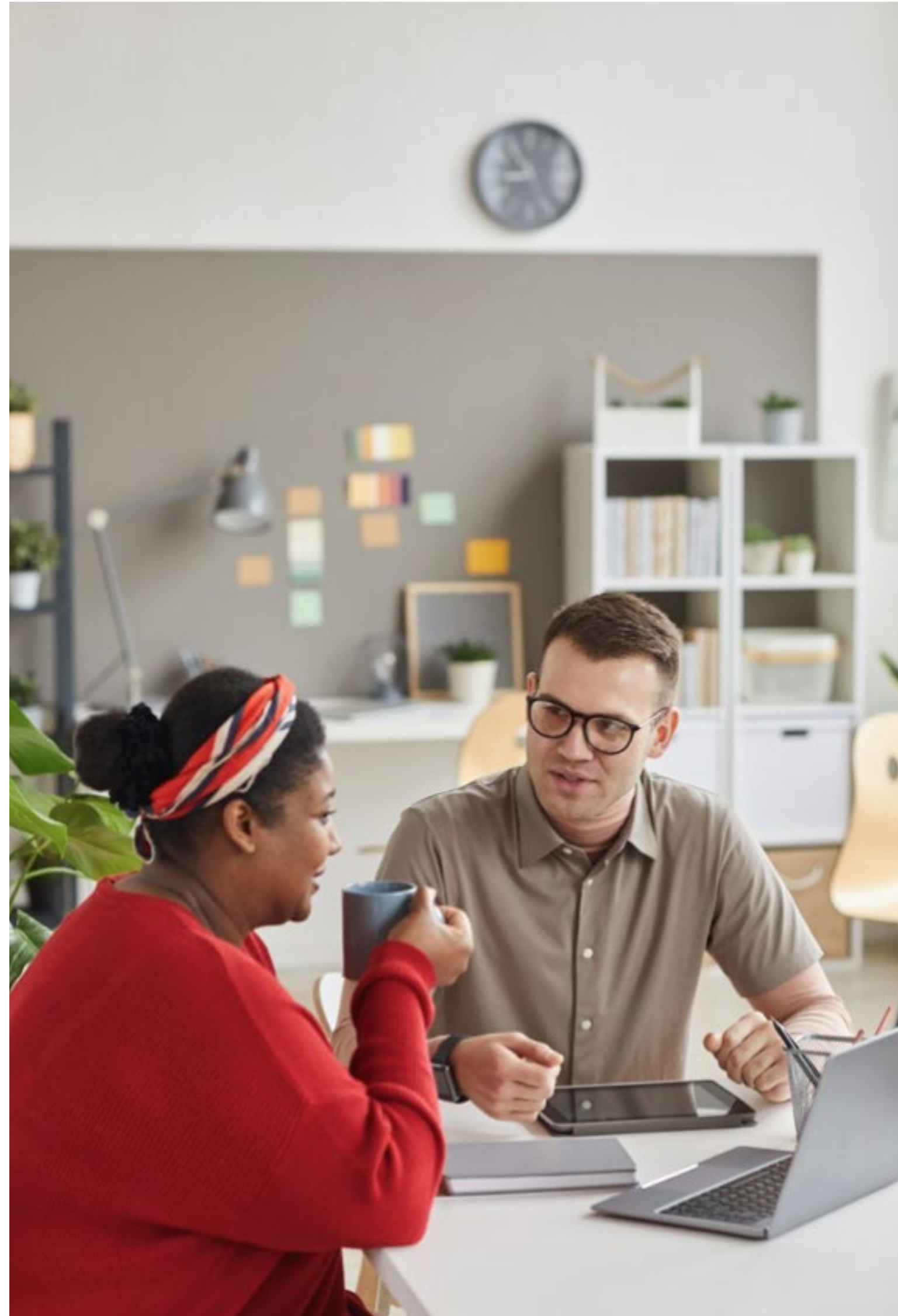
Our Global Employer Services experts have extensive experience with assignee headcounts ranging from 1 to over 1,000. Our Global Employer Services group services a diverse portfolio of clients and we bring our collective knowledge and experience to all assignments, so we are ideally placed to advise you.

Our Global Expatriate Services fall into five main categories:

- ▶ Expatriate Tax Services
- ▶ Business Traveller/Commuter Services
- ▶ Customised Payroll Solutions
- ▶ Global Equity Services.
- ▶ Labour law and Immigration Services

In addition to having a deep understanding of expatriate tax issues and opportunities, BDO has a wide range of specialists whose advice spans the full range of taxes. For example, if other tax issues arise, such as corporate tax exposures, permanent establishment issues, transfer pricing, VAT, and so on, you have access to our senior-level specialists who can help.

So, as you expand globally, your access to our global resources can help you do business with the confidence that we can help you with any issue. The strength of our global organisation is what allows us to provide seamless service, whether across international borders or across different areas of taxation.



## EXPATRIATE TAX SERVICES

Detailed expatriate tax knowledge and experience is required to effectively manage the tax and social security issues that arise from an internationally mobile workforce.

Our global team of professionals has the technical knowledge and specific practical experience to help you – from designing a programme to finding ways to streamline the administration of an existing programme.

We provide a wide variety of services specifically geared to your needs with respect to expatriate employees, including:

- ▶ Advising on global assignment policies, such as:
  - Tax equalisation
  - Advising on withholding obligations
  - Employment taxes
  - Accounting for equalisation.
- ▶ Tax compliance services, such as:
  - Employer compliance reviews
  - Preparation of tax cost estimates
  - Estimated hypothetical tax calculations
  - Tax return preparation
  - Annual tax equalisation calculations.
- ▶ Human resource support, such as:
  - Advising on remuneration and incentive plans
  - International benefits planning
  - International pension planning
  - Policy development and design
  - Pre-departure/post-arrival counselling
  - Repatriation assistance for employees
  - Identification and coordination of third party service providers.

### BUSINESS TRAVELLER MANAGEMENT SERVICES

The management of a globally mobile workforce is complicated and the accompanying compliance requirements are complex. In our experience, regular business travellers are often overlooked in terms of the compliance and reporting risks they can create. Our Business Traveller Management Services use smart technology to assist you and your employees.

Our smart technology:

- ▶ Assists your business travelling employees log their trips quickly and efficiently and manage visa and immigration planning and renewal
- ▶ Provides your HR or global mobility team with real-time monitoring of where your employees are and where they've been

- ▶ Allows you to create management reports to comply with the compliance requirements
- ▶ Provides alerts that warn of impending breaches of tax event thresholds
- ▶ Provides alerts that highlight important tax, social security and immigration risks relevant to ongoing or upcoming business trips
- ▶ Our Business Traveller Management Services specialists provide ongoing and proactive help so you can manage all the compliance risks associated with having a globally mobile workforce. For more information about our Business Traveller Management Services, talk to your local BDO expatriate tax expert.



### CUSTOMISED PAYROLL SOLUTIONS

Our Customised Payroll Solutions (CPS) experts assist you from set up and registration in a new location for a new business or a new employee, to routine payroll compliance and cost management. Because a one-size fits all approach doesn't work with respect to payroll services for foreign entities, we tailor a solution that's customised to your unique needs.

Across our global organisation, we have specialists who can help you with many payroll-related matters, such as:

- ▶ Payroll compliance and costs management planning
- ▶ Preparation of shadow or split payrolls
- ▶ Set up of payroll systems in new locations
- ▶ Management of international payrolls
- ▶ Analysis of the taxability of wages and benefits in each jurisdiction.

We also advise on implications of short- and long-term assignments and we can provide clarity on tax and social security reporting.

### GLOBAL EQUITY SERVICES

Employee share plans can be powerful tools for aligning employee and company interests and in employee retention. With a mobile work force, your plan needs to be efficient and effective on a global level. The tax compliance, regulatory, and accounting requirements can be a major burden. Our Global Equity Services experts have experience implementing robust employee share plans that are cost effective and structured to be compliant with tax and regulatory requirements in all the jurisdictions you have employees.

Our Global Equity Services experts provide a wide range of services including:

- ▶ Designing, drafting, and implementing employee share plans
- ▶ Advising on tax implications of share plans for both the employer and employee
- ▶ Advising on corporate withholding requirements
- ▶ Assisting with payroll and filings
- ▶ Helping you expand the plan into new countries
- ▶ Assisting with employee communications.

The Global Equity Services group also has a number of useful tools for clients, including:

- ▶ A mobile app that provides information on all key tax, social security, and reporting requirements for equity awards in 35 countries
- ▶ Country-specific outlines that describe the tax, social security, and reporting requirements for you and your employees
- ▶ Country updates that include useful information and key dates and deadlines.

BDO's Global Equity Mobility Solution (GEMS) provides automated calculations of tax withholdings for an organization's mobile employees. This easy-to-read report integrates your data to provide location-specific income tax reporting and withholding information.

It provides:

- ▶ A fully automated approach
- ▶ Tax and withholding calculations executed in real-time
- ▶ Electronic links to brokers, payroll, and equity administration
- ▶ Funding directly from brokerages to cover withholding liabilities
- ▶ Global tax data covering hundreds of countries, provinces, states, and municipalities
- ▶ Frequent updates with changes to global tax laws
- ▶ Integration with equity administrators and existing software platforms



## LABOUR LAW AND IMMIGRATION SERVICES

The BDO Employment Law teams help you manage the legal aspects of your employees efficiently. We ensure that your employment provisions meet the needs of your company but also follow all legal provisions of labour and social security law. We help you to stay up-to-date and to comply with all social legislation.

Our Employment law service offerings include:

- ▶ Individual labour law
- ▶ Collective labour law
- ▶ Employment contracts
- ▶ Restructuring
- ▶ Outsourcing
- ▶ Temporary Employment
- ▶ Social security

BDO Global Immigration Services helps businesses working across borders to meet their skilled workforce needs, to get the right visa granted at the right time, while ensuring compliance and avoiding financial penalties and reputational damage, in case of breach.

BDO Global Immigration Services offers a dedicated team of specialists committed to delivering exceptional service and advice to local and international clients on all aspects of temporary and permanent residency visas and work permits. As market leaders, we navigate and keep up with the evolving immigration laws and policies in an ever-changing world. We offer global reach and deep capabilities focused on quality assurance and risk management to ensure that you meet your temporary and permanent migration needs while helping you to ensure compliance with increasingly restrictive and onerous regulatory requirements. With our exceptional technical skills, business acumen, and commitment to strong client relationships and understanding our clients' needs and business, we work with you to achieve your objectives.



## SHARING OUR KNOWLEDGE WITH YOU

As part of our proactive service, we provide clients with regular updates on matters that interest them. For example, our GES NEWS is a regular publication featuring concise articles written by BDO experts and the Global Equity Services group publishes country summaries and updates. We host webinars and in-person technical updates for clients and we publish thought leadership articles on a wide range of tax and business management issues.

## OUR APPROACH TO CLIENT SERVICE

Our approach to serving clients is based on the idea of partner-led service, rather than partner directed service. And, because relationships matter to us, the BDO team working with you is led by someone you see and deal with regularly – not some remote figurehead. This hands-on approach means we respond quickly and you don't have to tell us things twice. With one central point of contact, we ensure timely follow-up on all issues.

We offer business advice, not just technical solutions. We listen to you and make sure we understand your unique requirements and then we provide tailored, specific advice. And, because we see ourselves as an extension of your team, we work with you to deliver our services on time and on budget.

To ensure excellent client service and because we know our clients value continuity and responsiveness, you'll find that each member of our team is specifically chosen because they:

- ▶ Have substantial experience working with similar organisations
- ▶ Have a demonstrated interest in working with you
- ▶ Do not have other work commitments that will interfere with their ability to serve you.

Also important to our ability to provide exceptional client services is the fact that our team members operate in a supportive environment and are empowered to make decisions and raise and address issues before they impact your business.



## THE PERSONAL TOUCH

We know that your employees are a critical part of your business and that their satisfaction is important to you. We also know that the expatriate process can trigger a number of issues for you and the assignee. We see ourselves as an extension of your team, working with you to ensure your assignees are well served. For example, the BDO team member who conducts an assignee's tax briefing is usually involved in preparation of that individual's tax return and is the point of contact for them if they have questions. Such continuity means your assignees don't have to deal with multiple people and they know whom to turn to with questions. Our low staff turnover helps clients build long-term relationships with our people.

Our global tools and methodologies feature ease of use and design for you, your assignees, and our team. But, we don't replace personal service with technology. Instead, we use technology to supplement and enhance our personal service. We do not use compliance centres or offshore centres to disseminate, prepare, or deliver tax returns.

## VALUE ADDED SERVICE

Because the notion of value is different for all our clients, we strive to identify those things that are particularly relevant to you. In all engagements, however, we deliver value in four main ways:

- ▶ Through our people who deliver the service
- ▶ Through our approach to delivering the service
- ▶ Through the bottom line cost of a given service
- ▶ Through the additional options we offer as part of the service.

These four things, combined with the depth and breadth of our services and our streamlined organisational structure is what sets us apart from our peers.

# BDO's global footprint

SERVING CLIENTS ACROSS BORDERS

BDO's seamless global approach allows us to serve clients through a central point of contact, giving you access to relevant experience across borders — where you need us, when you need us.



**1,776**  
OFFICES WORLDWIDE



**115,661**  
HIGHLY SKILLED PARTNERS  
AND STAFF WORLDWIDE



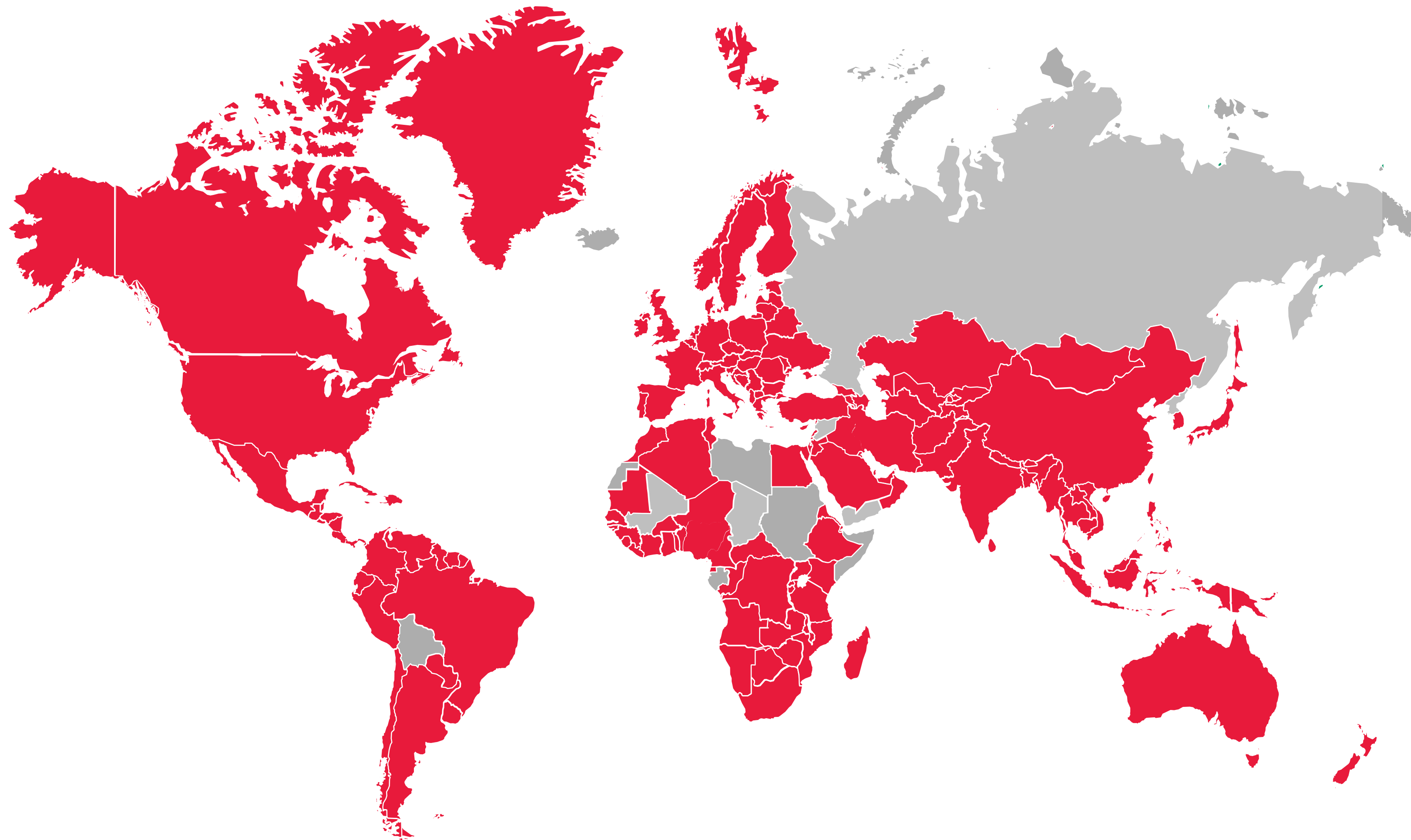
**166**  
COUNTRIES AND TERRITORIES  
WITHIN OUR GLOBAL REACH



**us\$14**  
BILLION GLOBAL REVENUE

Data 1 October 2022 to 30 September 2023  
(including alliance firms)

\*At constant exchange rates



To talk to your local BDO expatriate tax expert, please visit the BDO web site for your country.

For more information contact

**[www.bdo.global](http://www.bdo.global)**

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