



## Background

Large-scale globalization has led to a stronger emphasis on getting international employee assignments right, as global businesses increasingly assign their employees to international affiliates or for international projects.

As a result, global businesses are being confronted with more and more complex cross-border taxation issues.

To optimize international assignments from a tax perspective and to ensure that they run as smoothly as possible, we look at national and international tax legislation very closely, so that we can raise your awareness to important issues, particularly in more complex cases.

WTS Global Expatriate Service (GES) offers a tax-efficient, cost-effective approach, tailored to the needs of the individual client. This approach substantially reduces the costs of assignments, while fulfilling domestic and foreign compliance obligations at the same time.

WTS has access to a global network, allowing it to resolve any issues by working directly with local colleagues.

## Services

- Arrival and exit meetings with the assigned employees to advise them of the effects of income tax legislation in their individual case.
- Adaptation of existing payroll and HR processes in

relation to assignments.

- Advice on the avoidance and processing of permanent establishments.
- Preparation and review of assignment guidelines.
- Design of tax equalization models.
- Globally coordinating the preparation of tax declarations for assigned employees.
- Calculation, allocation and deductibility of secondment costs.
- Consulting in special cases (e.g. stock option plans, split payroll, tax planning ideas, partial retirement model).

*Legal consulting services in the Global Expatriate Services division are offered through VoxLaw*

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