

## INBOUND AND OUTBOUND CORPORATE EXPATRIATE TAX EQUALIZATION PROGRAMS ADMINISTRATION AND BENEFITS CONSULTING

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International assignments can be costly to employers. Taxation of in-kind benefits and foreign tax rates can significantly increase tax costs, which are customarily borne by employers. These significant costs, and the typical reticence of the employees due to their lack of understanding of multi-jurisdictional tax issues, make it imperative that an employer design and properly communicate an effective expatriate program.

Marks Paneth & Shron LLP designs and implements expatriate and tax equalization programs tailored to an employer's needs. Through proper communication and understandable illustrations, we allay an expatriate's concerns and ensure that the program is properly understood. This allows the expatriate to concentrate on the performance of his duties, rather than worrying about tax affairs.

### Services Offered:

- Design of Tax Equalization Programs
- Fast Turnaround Multi-Jurisdictional Tax Preparation Services
- Design and Implementation of Communication Procedures
- Employer/Employee Confidential Communication of Tax Information and Returns
- Design of Benefit Programs
- Multi-Jurisdictional Tax Structuring and Advice
- Global Payroll Services
- International Social Security Consulting and Compliance
- Multi-Jurisdictional Income Tax Withholding Advisory Services
- Structuring of Timing of Assignments
- Income Tax Nexus Planning
- Split-Payroll Analysis
- Hypothetical Tax Computations