

The background of the top section is a photograph of three business professionals (two men and one woman) in dark suits standing on a paved walkway next to a body of water. In the background, there is a dense urban skyline with several tall skyscrapers under a clear sky. The overall scene is bright and professional.

## International executive services (IES)

TAX

With the advent of new technology, travel and communications, companies are faced with new international mobility challenges.

As companies continue to expand into new global markets, there is an increasing demand for highly mobile international workforces. Hence, they are required to effectively manage their international workforce.

Whether it is in assisting with the relocation of an executive or planning a short-term overseas assignment, multinational companies and their employees face a multitude of issues above and beyond the need to file personal income tax returns. Examples of such issues include:

- application for incentives and concessions;
- audit representation;
- benchmarking;
- immigration;
- outsourcing the administration of assignment management services;
- policy design;
- social security issues;
- tax efficient remuneration planning; and/or
- the treatment of stock options or pension.

### How KPMG can help

The primary focus of organisations in sending an employee on an international assignment is to increase efficiencies, productivity, and profitability. In order to achieve this, businesses need to allow their assignees to concentrate on their roles, without the distraction of an increased tax compliance burden in multiple countries. KPMG provides a single source approach for a business' international assignment requirements, encompassing:

- international tax compliance and advisory services;
- international human resources;
- assignment management services; and
- immigration services.



Contact us

#### Why KPMG

KPMG is dedicated to helping its clients in achieving their business goals. Drawing on our international professional resources and experience we offer a range of practical, tested approaches for dealing with global mobility. Our experienced tax professionals will:

- work with businesses to understand their objectives and priorities;
- provide organisations with proactive and innovative business strategies for their mobile workforce; and
- provide businesses with comprehensive compliance, advisory, and administration services.

#### Benefits for businesses

- Cost savings in key IES related areas
- Efficient assignments for an organisation's expatriates
- A range of services – tax, social security, international human resources, pension, immigration, audit representation, and application for incentives and concessions, leading to a uniform and coordinated service on a regional or global basis
- Efficient management of global compliance
- Business focused policies
- Efficient and technology based processes

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