

International expatriate services

At-a-glance

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The International Expatriate Services team at Grant Thornton delivers individually tailored programs to help global companies generate tax savings and avoid costly problems for employees assigned overseas.

Compliance

Coordination of home and host country tax returns can be a daunting task for the busy executive. Mistakes can be costly.

Grant Thornton builds an integrated team that includes home and host country international expatriate services professionals. We take the worry out of compliance for international executives. Our services, personalized for each overseas assignee, include:

- Coordination and preparation of U.S. returns for both outbound and inbound assignees, including federal, state and local returns and appropriate extensions;
- Preparation of tax equalization calculations at the time returns are prepared, when possible;
- Computation of hypothetical tax calculations – at the beginning of assignment, on an annual basis and whenever lump sum payments are made;
- Helping global companies meet the challenge of year-end payroll and

compensation reporting, delivery and tracking, including:

- Accumulating payments for host-country accounts payable,
- Determining proper gross-up amounts on compensation,
- Reporting of foreign taxes paid in the host country,
- Coordinating reporting of payments with host-country company contacts,
- Assisting in completion of W-4 forms and tax withholdings to correctly reflect estimated income exclusions and foreign taxes paid,
- Properly treating per diem payments,
- Appropriately reporting hypothetical taxes and housing norms, and
- Properly treating stock options and other compensation elements for tax purposes.

Planning

Beyond the necessity of compliance, our international expatriate services professionals deliver additional value by providing personalized planning services that can help generate tax savings for both the company and the international assignee.

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Our consultative services include:

- Comprehensive tax planning, including host country tax planning summaries and compensation delivery tactics for housing reimbursements/allowances, cost of living allowances and tax withholding;
- Tax equalization/protection policy design;
- Compensation planning to minimize income and social security taxes;
- Pre- and post-departure employee counseling and communication – an essential step to review the assignment/relocation process and help assess needs;
- Assistance with budgeting and cost management; and
- Tax planning for long- and short-term assignments.

Why Grant Thornton?

Our International Expatriate Services team has the experience to deal with issues relevant to short- and long-term overseas assignments. With 50 U.S. offices and presence in 112 countries, we can service your international employee tax compliance and planning needs anywhere your company wants to go.

Tax professional standards statement

This document supports Grant Thornton LLP's marketing of professional services and is not written tax advice directed at the particular facts and circumstances of any person. If you are interested in the subject of this document we encourage you to contact us or an independent tax advisor to discuss the potential application to your particular situation. Nothing herein shall be construed as imposing a limitation on any person from disclosing the tax treatment or tax structure of any matter addressed herein. To the extent this document may be considered to contain written tax advice, any written advice contained in, forwarded with, or attached to this document is not intended by Grant Thornton to be used, and cannot be used, by any person for the purpose of avoiding penalties that may be imposed under the Internal Revenue Code.