



## GLOBAL COMPENSATION, EQUITY AND EMPLOYMENT TAX



Effective employee remuneration is critical to business success. Tax efficient incentive plans and global tax compliance are vital if maximum value is to be achieved for both employers and employees. Tax, legal and regulatory rules are increasingly complex and constantly changing. Taxand's Global Compensation, Equity and Employment Tax team provides proactive, practical tax advice, regulatory oversight and best practice expertise to help you keep your people.

### OUR PERSPECTIVE

The sensitive nature of employee compensation means that operational accuracy and compliance is essential. Errors can be costly as they result in reputational damage as well as financial loss. As tax authorities across the globe increasingly co-operate with each other, disclosure demands escalate and tax and social security rates rise worldwide, companies need to take even greater care to achieve compliance across borders. Taxand advisors provide a "hands on" service to ensure remuneration plans work in practice not just theory, wherever you deploy your people.

### OUR APPROACH

At Taxand we work closely with our clients recognising that remuneration plans need to be effective for all stakeholders – employers, employees, shareholders as well as payroll and administration teams. We don't just focus on tax

compliance. We provide an integrated service combining tax, legal, financial and human resources requirements. Our approach aims to optimise value for all parties through effective and tax compliant reward programmes.

Our proven methodology delivers robust compensation policies which meet staff expectations whilst containing costs. Taxand, with our business focused advisors and high quality tax expertise successfully guides companies through periods of growth, change, divestiture and crisis.

Whether you are dealing with bonuses, benefits, equity plans or long term wealth creation vehicles, we help you take advantage of local tax breaks, make sure that plan costs are deductible for corporate tax purposes, understand withholding tax time limits and operational processes, identify tax points and determine social security liabilities.



### PRACTICAL ADVICE, RESPONSIVELY DELIVERED

Our multi-disciplinary team of specialists design and implement pragmatic solutions which meet individual client needs. Our independence advantage means we can act quickly to deliver the answers you need and focus on developing long-term relationships delivering mutual benefit.

# GLOBAL COMPENSATION, EQUITY AND EMPLOYMENT TAX

## OUR GLOBAL FOCUS ON COMPENSATION, EQUITY AND EMPLOYMENT TAX

### At Taxand we deliver:

- ❖ Long and short-term global equity and cash plan design and implementation
- ❖ Performance condition design and modelling
- ❖ Employer and employee tax, social security, withholding and compliance due diligence
- ❖ Legal and regulatory global due diligence
- ❖ Global corporate tax deductibility optimisation
- ❖ Employee communication and engagement programmes
- ❖ Equity awards for international assignees
- ❖ Cash and equity plan implications on change of control

## YOUR TAXAND GLOBAL COMPENSATION, EQUITY AND EMPLOYMENT TAX TEAM

Our core team of employment tax and equity plan specialists is supported by our experienced corporate tax colleagues in nearly 50 countries. Additionally, we have cash and equity plan professionals who can design global share-based plans for quoted and private companies and a separate network of legal advisors. Our multidisciplinary team delivers a comprehensive world-class service which optimises tax efficiency whilst delivering strategic reward objectives for multinationals across all sectors.

**To discover how Taxand can deliver your global compensation, equity and employment tax advantage, contact your nearest Taxand advisor.**

### For general enquiries:

**Sarah Pickering**

T. +44 (0) 207 663 0445

E. [spickering@alvarezandmarsal.com](mailto:spickering@alvarezandmarsal.com)



## ABOUT TAXAND

Taxand provides high quality, integrated tax advice worldwide. Our tax professionals, nearly 400 tax partners and over 2,000 tax advisors in nearly 50 countries—grasp both the fine points of tax and the broader strategic implications, helping you mitigate risk, manage your tax burden and drive the performance of your business.

We're passionate about tax. We collaborate and share knowledge, capitalising on our collective expertise to provide you with high quality, tailored advice that helps relieve the pressures associated with making complex tax decisions.

We're also independent—ensuring that you adhere both to best practice and to tax law and that we remain free from time-consuming audit-based conflict checks. This enables us to deliver practical advice, responsively.

Visit [www.taxand.com](http://www.taxand.com) to access more than 2,000 leading Taxand advisors across nearly 50 countries.

