

ARE YOU PREPARED FOR YOUR INTERNATIONAL ASSIGNMENT?



Once you have accepted an assignment to work abroad, it is never too early to prepare for your move. You will need to consider questions big and small to ensure a smooth transition. Here are a few areas to consider:

TERMS OF ASSIGNMENT

Make sure you have clearly and in writing the terms of your assignment, including:

- Assignment length
- Compensation and employment benefits, including health care coverage, treatment of equity and bonuses, and pension, if applicable
- Assurance that your health and life insurance will provide coverage during your assignment
- Risk and cost management in the event of unforeseen circumstances
- Terms of repatriation

IMMIGRATION

You need to have the appropriate documentation in a timely manner. This may include:

- Approved work permits
- Approved visas for you and your family that cover the entire term of your assignment
- Entry filing number

LEGAL

Your new status may raise questions about legal issues, such as:

- Will your employment contract change, and, if so, do you have a clear understanding of any legal consequences to these changes?
- Will you be subject to different regulations, including those governing employee rights?
- Will this assignment affect your will and estate planning?

INCOME AND TAXES

Most international assignments will have some impact on your income and tax payments. Ask these questions:

- Will your compensation change? If so, do you understand what to expect?
- Do you know how your personal income is going to be taxed while on assignment?
- Will you pay taxes in your home country or your host country?

SUPPORT FOR SETTLING IN

Even before your assignment begins, you will need to take steps to get settled.

- Have you been able to visit the new location before leaving for your assignment?
- Do you have temporary accommodations for you and your family when you arrive?
- Will you and family receive adequate cultural and language training before you leave?

PLANNING AHEAD WITH WEAVER

The business needs of our clients require mobility advice that is both tailored and wholistic. Whether a client requires complete mobility tax support, complex business traveler tracking and management, or individual estate and family wealth planning, our international tax team works collaboratively to fulfill those needs.

Weaver maintains strong relationships with law firms, international payroll firms, and global tax firms such as the Allinial Global network. Through our relationships we can bring support to our clients in 88 countries so that you can obtain high-quality compliance and planning advice that integrates our clients' global needs and operations.



MOBILITY LIFECYCLE



PROJECTS BY TEAM

Client Management

- Assignment Policy Applicability Benchmarking
- Candidate Selection

Client Human Resources

- Candidate Competencies
- People Plan Impact

Tax

- Business Tax Assessment

Immigration

- Project Feasibility Assessment
- Candidate Eligibility Assessment

Compensation

- "Straw Man" Cost Estimate
- "Straw Man" Balance Sheet

PROJECTS BY TEAM

Client Management

- Candidate Selection
- Master/Individual Service Agreements
- Letters Of Understanding

Client Human Resources

- Intercultural Training
- Language Training

Tax

- Assignee Tax Planning

Immigration

- Immigration Application

Compensation

- Assignment Cost Estimate

Assignment Services

- Education Assistance
- Hhld Goods Transportation
- Spousal/Partner Support
- Health & Security Support
- On-Call Support

PROJECTS BY TEAM

Client Management

- Budget-To-Actual Cost Maintenance**
- Return On Investment Tracking

Client Human Resources

- Assignment Oversight

Tax

- Registration & On-Call Support

Immigration

- Registration & On-Call Support

Compensation

- Payroll Reconciliation

Assignment Services

- Tenancy Management
- Travel Tracking
- On-Call Support
- Off-Payroll Maintenance
- Service Quality Reviews
- Expense Management

PROJECTS BY TEAM

Client Management

- Repatriate, extend, or new move

Client Human Resources

- People plan impact
- Quality service assessments

Tax

- Repatriation briefings
- Trailing liability compliance

Immigration

- Repatriation & on-call support

Compensation

- Payroll adjustments
- Payroll reconciliations
- Payroll delivery

Assignment Services

- Departure services
- Expense management
- Temporary Accommodation

PROJECTS BY TEAM

Client Management

- Project oversight

Client Human Resources

- Assignment oversight

Tax

- Individual compliance
- Business compliance
- On-call support

Immigration

- On-call support

Compensation

- Payroll adjustments
- Payroll reconciliations
- Payroll delivery

Assignment Services

- On-call support
- Temporary accommodation
- Housing, Key Deposits, etc.