




**BDO GLOBAL IMMIGRATION SERVICES**  
LOCAL EXPERTS, GLOBAL TEAM



# BDO GLOBAL IMMIGRATION SERVICES



**BDO Global Immigration Services helps businesses working across borders to meet their skilled workforce needs, to get the right visa granted at the right time, while ensuring compliance and avoiding financial penalties and reputational damage, in case of breach.**

BDO Global Immigration Services offers a dedicated team of specialists committed to delivering exceptional service and advice to local and international clients on all aspects of temporary and permanent residency visas and work permits.

As market leaders, we navigate and keep up with the evolving immigration laws and policies in an ever changing world.

We offer global reach and deep capabilities focused on quality assurance and risk management to ensure that you meet your temporary and permanent migration needs while helping you to ensure compliance with increasingly restrictive and onerous regulatory requirements.

With our exceptional technical skills, business acumen, and commitment to strong client relationships and understanding our clients' needs and business, we work with you to achieve your objectives.

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## WHAT WE OFFER

Organisations may face a range of issues with bringing employees or executives across borders. BDO's Global immigration services help organisations through an often complex process.

We offer:

- ▶ **Proximity.** Strong client relationships as your strategic partners, working with you to meet your needs.
- ▶ **Experts in every area.** We offer ongoing advisory services to national and international businesses in all aspects of immigration, visa related matters and citizenship laws.
- ▶ **Reach.** Our local experts and global teams offer industry and legislative knowledge at a national and global level.
- ▶ **A proven model.** Our approach, focused on exceptional client service delivery, technical expertise, quality, and risk management means you can rely on us on every assignment we manage.
- ▶ **Breadth.** We work closely with BDO specialists in other divisions to offer multidisciplinary advice and seamless services.
- ▶ **Web-based systems.** Timeliness, consistency, and efficiency in our migration and related services is supported by our e-services and web-based tools.



As thought leaders, we engage positively and constructively with policy and law makers.

# GLOBAL MOBILITY APPROACH

Global Immigration Services complements BDO's seamless global approach, which includes BDO's Global Expatriate Services to meet the needs of local and global corporations.

We have a central point of contact, granting access to relevant experience across borders, offering a simple and co-ordinated approach to meet your needs.

As our clients expand globally, our access to our international network can help them to do business with a depth of experience in international matters, significant resources and international client service capabilities.



Our Global Mobility approach provides valuable and consistent services as specialists in the global mobility and international staff secondment. This includes:

- ▶ HR policy and secondment advice including remuneration
- ▶ Social Security Insurance
- ▶ Tax planning and consultancy advice
- ▶ Advice on employment/labour law legislation including secondments, employment contracts and general advice
- ▶ Payroll and HR administration services including coordinating and implementing payroll administration processes and HR administration and support
- ▶ Assistance for managers and seconded employees including as to relocation, accommodation and schools
- ▶ Compensation and benefits, executive compensation, and equity compensation advice.

# RELOCATION EXPERTISE

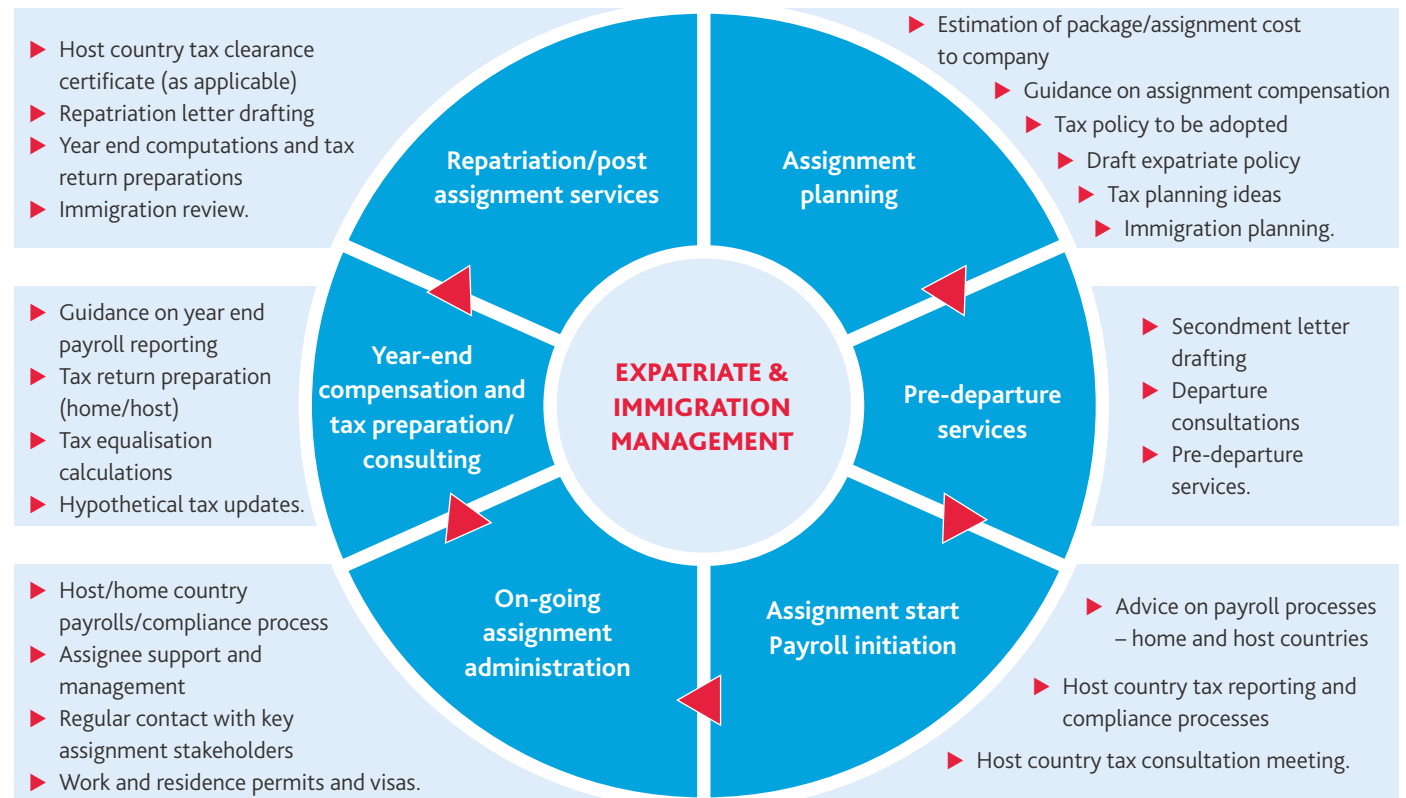
LOCAL DELIVERY, GLOBAL VISIBILITY – A CONTINUOUS REVIEW PROCESS.

The BDO Global Mobility approach offers a 'one-stop-shop' for all aspects of relocation as part of international assignments.

We work seamlessly across BDO service lines including:

- ▶ Assignment cost projections
- ▶ Policy advice and tax planning
- ▶ Assignment letter drafting
- ▶ Tax and Social Security compliance
- ▶ Payroll assistance and compliance.

Our technical advice is pragmatic so as to meet your business needs. We adapt our approach for organisations and individuals to ensure the best outcome for you.



# OUR GLOBAL EXPATRIATE SERVICES

When employees work in multiple countries there are cross-border implications for your business. The planning, and coordination of domestic and foreign country tax laws can be challenging and can carry significant financial risk. Our Global Expatriate Services experts advise you and your employees on tax and social security issues that come into play as a result of employee mobility.

Our Global Expatriate Services experts have extensive experience with assignee headcounts ranging from 1 to over 1,000.

Our experts have a diverse portfolio of clients and we bring the collective knowledge and experience of the BDO network to all assignments, so we're well placed to advise you.

Our Global Expatriate Services work falls into four main categories:

## EXPATRIATE TAX SERVICES

Detailed expatriate tax knowledge and experience is required to effectively manage the tax and social security issues that arise from an internationally mobile workforce. Services include:

- ▶ Advising on global assignment policies:
  - Tax equalisation
  - Advising on withholding obligations
  - Employment taxes
  - Accounting for equalisation.
- ▶ Tax compliance services:
  - Employer compliance reviews
  - Preparation of tax cost estimates
  - Tax return preparation and annual tax equalisation calculations.
- ▶ Human resource support:
  - Advising on remuneration and incentive plans
  - International benefits and pension planning
  - Policy development and design
  - Repatriation assistance for employees
  - Identification and coordination of third party service providers.

## BUSINESS TRAVELLER MANAGEMENT SERVICES

The management of a globally mobile workforce is complicated and the accompanying compliance requirements are complex. In our experience, regular business travellers are often overlooked in terms of the compliance and reporting risks they can create.

Our smart technology:

- ▶ Assists your business travelling employees log their trips quickly and manage visa and immigration planning
- ▶ Provides your HR team with real-time monitoring of employees travelling
- ▶ Allows you to create management reports for compliance requirements
- ▶ Provides alerts that warn of impending breaches of tax event thresholds.

**BDO QuickTrip, our online platform and app allows you to keep track of your business travellers and produces reports to help you manage the compliance obligations that could arise both for the traveller and the employer.**



### CUSTOMISED PAYROLL SOLUTIONS

Our experts assist you from set up and registration in a new location for a new business or a new employee, to routine payroll compliance and cost management. Services include:

- ▶ Payroll compliance and costs management planning
- ▶ Preparation of shadow or split payrolls
- ▶ Set up of payroll systems in new locations
- ▶ Management of international payrolls
- ▶ Analysis of the taxability of wages.

***BDO*Drive is a better way of doing business - offering clients modern and compliant payroll and related employee payments with real time management processes and procedures.**

### GLOBAL EQUITY SERVICES

These services revolve around optimising employee share plans and include:

- ▶ Designing, drafting, and implementing employee share plans
- ▶ Advising on tax implications of share plans for both the employer and employee
- ▶ Advising on corporate withholding requirements
- ▶ Assisting with payroll and filings.

In addition to having a deep understanding of expatriate issues and opportunities, BDO has a wide range of specialists whose advice spans the full range of services including tax, advisory and audit. And, because collaboration is embedded in our culture, all of our clients have access to senior-level specialists who have technical and business experience.

## ALIGNED SERVICES

BDO's global reach and deep capabilities across all advisory disciplines means we work seamlessly and collaboratively with:

- ▶ Corporate tax advisory
- ▶ Global Mobility Services
- ▶ International tax
- ▶ Tax dispute resolution & controversy services
- ▶ Transfer Pricing services
- ▶ Employment taxes
- ▶ Indirect tax services
- ▶ Leadership, performance & reward
- ▶ Tax transformation
- ▶ Human Capital & HR Services, Advisory
- ▶ Employment law
- ▶ Customs & Trade.







# BDO'S GLOBAL FOOTPRINT

SERVING CLIENTS ACROSS BORDERS

BDO's seamless global approach allows us to serve clients through a central point of contact, giving you access to relevant experience across borders – where you need us, when you need us.

**1,617**

Offices  
worldwide

**88,120**

Highly skilled  
partners and staff  
worldwide

**167**

Countries and  
territories within  
our global reach

**\$9.6**

Billion global  
revenue

Statistics as of 01 October 2020 for BDO firms, including the members of their exclusive alliances.


**COUNTRY / TERRITORY**

To talk to your local BDO global immigration expert, please visit the [BDO web site for your country](#).

AFGHANISTAN	COSTA RICA	ISRAEL	NETHERLANDS	SOUTH AFRICA
ALBANIA	CROATIA	ITALY	NEW CALEDONIA, WALLIS & FUTUNA	SPAIN
ALGERIA	CURACAO	IVORY COAST	NEW ZEALAND	SRI LANKA & MALDIVES
ANGOLA	CYPRUS	JAMAICA	NICARAGUA	ST KITTS & NEVIS
ANGUILLA	CZECH REPUBLIC	JAPAN	NIGER	ST LUCIA
ANTIGUA & BARBUDA	DENMARK & FAROE ISLANDS	JERSEY	NIGERIA	ST MAARTEN
ARGENTINA	DOMINICA	JORDAN	NORWAY	ST VINCENT & THE GRENADINES
ARMENIA	DOMINICAN REPUBLIC	KAZAKHSTAN	OMAN	SURINAME
ARUBA	ECUADOR	KENYA	PAKISTAN	SWEDEN
AUSTRALIA	EGYPT	KOREA	PANAMA	SWITZERLAND
AUSTRIA	EL SALVADOR	KOSOVO	PAPUA NEW GUINEA	TAIWAN
AZERBAIJAN	ESTONIA	KUWAIT	PARAGUAY	TAJIKISTAN
BAHAMAS	ETHIOPIA	LAOS	PERU	TANZANIA
BAHRAIN	FIJI	LATVIA	PHILIPPINES	THAILAND
BANGLADESH	FINLAND	LEBANON	POLAND	TOGO
BARBADOS	FRANCE (FRENCH GUIANA)	LIECHTENSTEIN	PORTUGAL	TRINIDAD & TOBAGO
BELARUS	FRENCH POLYNESIA	LITHUANIA	PUERTO RICO	TUNISIA
BELGIUM	GEORGIA	LUXEMBOURG	QATAR	TURKEY
BOLIVIA	GERMANY	MACEDONIA	REPUBLIC OF SRPSKA (BOSNIA & HERZEGOVINA)	TURKMENISTAN
BOTSWANA	GIBRALTAR	MADAGASCAR	REUNION ISLAND & MAYOTTE	UGANDA
BRAZIL	GREECE	MALAWI	ROMANIA	UKRAINE
BRITISH VIRGIN ISLANDS	GREENLAND	MALAYSIA	RUSSIA	UNITED ARAB EMIRATES
BRUNEI DARUSSALAM	GRENADA	MALTA	RWANDA	UNITED KINGDOM
BULGARIA	GUATEMALA	MAURITIUS	SAMOA	UNITED STATES OF AMERICA
BURUNDI	GUERNSEY	MEXICO	SAN MARINO	URUGUAY
CAMBODIA	HONDURAS	MOLDOVA	SAUDI ARABIA	US VIRGIN ISLANDS
CANADA	HONG KONG & MACAO	MONGOLIA	SERBIA	VENEZUELA
CAPE VERDE	HUNGARY	MONTENEGRO	SEYCHELLES	VIETNAM
CAYMAN ISLANDS	ICELAND	MONTserrat	SIERRA LEONE	WEST BANK & GAZA
CHILE	INDIA	MOROCCO	SINGAPORE	ZAMBIA
CHINA (PRC)	INDONESIA	MOZAMBIQUE	SLOVAK REPUBLIC	ZIMBABWE
COLOMBIA	IRELAND	MYANMAR	SLOVENIA	
COMOROS	ISLE OF MAN	NAMIBIA		



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