

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.



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:



Strong client relationships as your strategic partners, working with you to meet your needs.



We offer ongoing advisory services to national and international businesses in all aspects of immigration, visa related matters and citizenship laws.



Our local experts and global teams offer industry and legislative knowledge at a national and global level.



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.



We work closely with BDO specialists in other divisions to offer multidisciplinary advice and seamless services.



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.

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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 global mobility and international staff secondment.

This includes:

▶ HR policy and secondment advice including remuneration

▶ Social Security Insurance

▶ Tax planning and consultancy advice

▶ Compensation and benefits, executive compensation, and equity compensation advice

▶ Advice on employment/ labour law legislation including secondments, employment contracts and general advice

▶ Assistance for managers and seconded employees including as to relocation, accommodation and schools

▶ Payroll and HR administration services including coordinating and implementing payroll administration processes and HR administration and support.

RELOCATION EXPERTISE

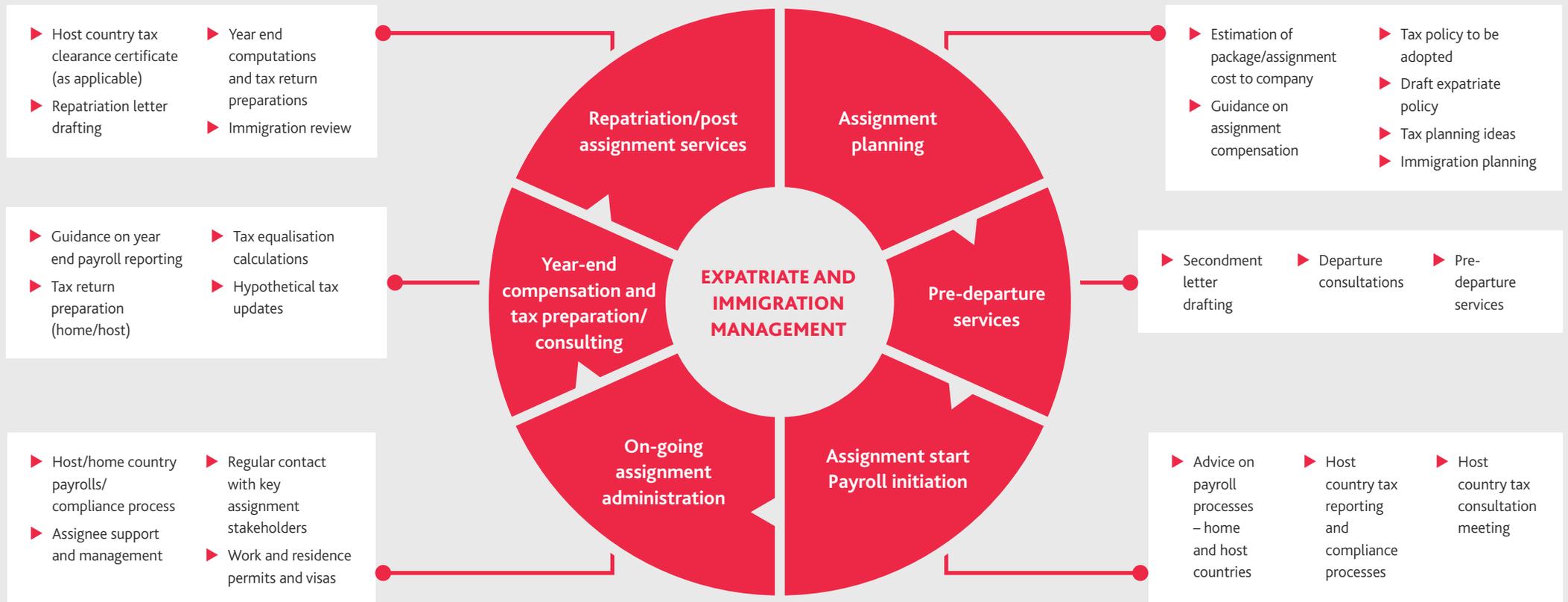
LOCAL DELIVERY, GLOBAL VISIBILITY – A CONTINUOUS REVIEW PROCESS.

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:

1. Expatriate Tax Services
2. Business Traveller Management Services
3. Customised Payroll Solutions
4. Global Equity Services.



1 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.



2 BUSINESS TRAVELLER MANAGEMENT SERVICES

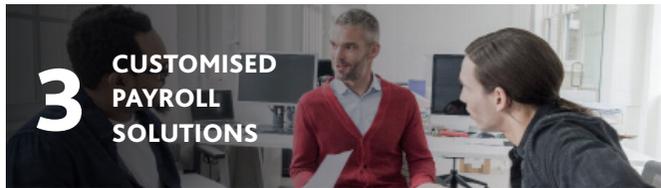
The management of a globally mobile workforce is complicated and the accompanying compliance requirements are complex. In our experience, regular business travellers are often overlooked in terms of the compliance and reporting risks they can create.

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.

Now equipped to review international remote working arrangements for risk and compliance issues, our smart technology can assist with the latest global employment trends.

BDO QuickTrip, our online platform and app, allows you to keep track of your business travellers/international remote workforce and produces reports to help you manage the compliance obligations that may arise for the employee and employer.



3 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.



4 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:

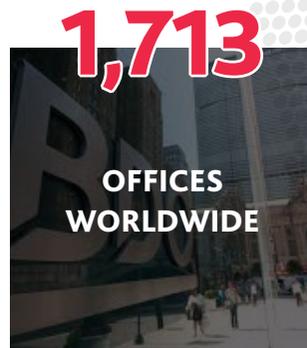
CORPORATE TAX ADVISORY	GLOBAL MOBILITY SERVICES	INTERNATIONAL TAX	TAX DISPUTE RESOLUTION AND CONTROVERSY SERVICES
TRANSFER PRICING SERVICES	EMPLOYMENT TAXES	INDIRECT TAX SERVICES	LEADERSHIP, PERFORMANCE AND REWARD
TAX TRANSFORMATION	HUMAN CAPITAL AND HR SERVICES, ADVISORY	EMPLOYMENT LAW	CUSTOMS AND TRADE



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.



Statistics as of March 2022 for BDO firms, including the members of their exclusive alliances.



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

BDO's Migration Services are provided by at least 104 BDO firms.

Albania	Cyprus	Liechtenstein	Poland
Anguilla	Czech Republic	Lithuania	Portugal
Antigua and Barbuda	Denmark	Luxembourg	Romania
Argentina	Dominican Republic	Macedonia	Serbia
Armenia	Dutch Caribbean	Malaysia	Sierra Leone
Aruba	Egypt	Malta	Singapore
Australia	Estonia	Mauritius	Slovenia
Austria	Fiji	Mexico	South Korea
Azerbaijan	Georgia	Mongolia	Spain
Bahamas	Germany	Montenegro	St Kitts
Barbados	Greece	Morocco	St Lucia
Belgium	Guatemala	Montserrat	Suriname
Bolivia	Guyana	Mozambique	Sweden
Botswana	Hong Kong & Macau	Myanmar	Switzerland
Brazil	Hungary	Namibia	Taiwan
British Virgin Islands	Iceland	Netherlands	Tanzania
Bulgaria	India	Nevis	Thailand
Canada	Indonesia	New Zealand	Tunisia
Cayman Islands	Ireland	Nicaragua	Ukraine
Chile	Israel	Nigeria	Uruguay
China	Italy	Pakistan	United Arab Emirates
Colombia	Japan	Panama	United Kingdom
Costa Rica	Kazakhstan	Papua New Guinea	Vietnam
Croatia	Kenya	Paraguay	West Bank & Gaza
Curaçao	Latvia	Peru	Zambia



FOR MORE INFORMATION CONTACT



MARIA JOCKEL

Global and National Immigration Leader
Legal Principal
Migration Services, Australia
+61 3 9603 1830
maria.jockel@bdo.com.au



REBECCA THOMSON

Managing Associate
Migration Services, Australia
+61 3 9605 8053
rebecca.thomson@bdo.com.au



SABA NAQVI

Director & Lawyer, Immigration Services
Immigration Services, Canada
+1 604 646 4409
snaqvi@bdolaw.ca



GORDANA MUGGLER

Head Global Mobility & HR Services
Immigration Services, Switzerland
+41 44 444 37 29
gordana.muggler@bdo.ch

AUDIT • TAX • ADVISORY

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