



## Services

### ***Tax planning and optimisation for companies sending employees to work abroad or arranging cross-border employment***

- Advice in applying tax equalisation methods including delivery of the related tax calculations
- Hypothetical tax calculations
- Calculating tax equalization payments
- Planning and calculating tax-effective compensation packages and assignment related allowances
- Advice and calculations with respect to split payroll arrangements
- Analyses and advice concerning taxation issues arising from international employment
- Requesting approval of tax rulings (e.g. expense guidelines)

### ***Tax compliance for international working personnel in home and host country***

- Preparation and filing of Swiss tax returns
- Requesting reimbursement of Swiss or foreign withholding tax
- Coordinating the handling and filing of tax returns in the host and home countries
- Orienting and preparing employees in connection with the tax rules and requirements of the host country
- Supporting companies with administrative procedures and compliance issues
- Preparation of real estate tax returns
- Requesting a tax at source adjustment for additional expenses for e.g. international weekly commuters
- Calculation of the tax at source for foreign management employees with a 120-days permit

### ***National and international tax planning for private clients***

- Tax planning and optimisation for private individuals within the context of national and international tax
- Requesting approval of tax rulings (e.g. lumpsum taxation ruling)
- Consulting in inheritance and gift taxation
- Coaching tax registration procedures (statutory registration for tax purposes)

### ***Social security planning for companies sending employees to work abroad or arranging cross-border employment***

- Swiss and international social security planning in connection with international assignments
- Registration with the Swiss or foreign social security authorities
- Requesting and collecting certificates of coverage from social security authorities (e.g. E-forms)
- Advice on compliance issues and benefits relating to the social insurance system of the host country of the assignee
- Advice on compliance issues and benefits relating to the foreign and Swiss social insurance systems for international employees in Switzerland

### ***Fiduciary mandates in a national and international context***

- Setting up and managing financial accounting, management accounting and local payroll
- Review of the payroll for international employers