



# Global Mobility Solutions



Audit / Tax / Advisory

Smart decisions. Lasting value.

# Keeping your business informed and compliant.

The relocation of employees across international borders as well as the deployment of frequent business travellers internationally is a common occurrence for organizations seeking to extend their global presence. This international activity brings immense complexity in the form of income tax and regulatory requirements, payroll reporting and withholding, employment law and immigration as well as social security compliance. We can help you to manage these issues and avoid the compliance pitfalls associated with a globally mobile workforce.

Our Global Mobility Solutions (GMS) includes:

## Local and International Tax Advisory

With its global connectivity and one of the best countries to live and work, Singapore is often used as a hub to house employees with regional roles. Through timely application of our deep knowledge of international tax, we help clients to navigate through complex international tax issues associated with a globally mobile workforce. Our international tax practice offers the following solutions:

- Tax planning for secondment arrangements
- Minimising corporate tax risks associated with employees travelling to Singapore
- Managing regional permanent establishment risks associated with Singapore-based international executives
- Managing withholding tax issues for cross-border recharge of employee-related expenses and service fees
- Designing appropriate transfer pricing policies in relation to the sharing of employee-related expenses across jurisdictions
- Application of tax treaties to minimise the overall tax burden of international executives

# Corporate Tax Compliance

Foreign businesses setting up a legal presence in a foreign jurisdiction often face overwhelming regulatory and tax issues. We add value to foreign businesses intending to set up a legal presence in Singapore to house their employees by managing their tax compliance risks and identifying and implementing tax saving opportunities. Our corporate tax practice offers the following services:

- Advice on the forms of business/legal presence
- Corporate tax return preparation
- Negotiation of tax incentives with the relevant authorities
- Optimizing the use of tax incentives and government grants
- Negotiation and dispute resolution with the tax authorities
- Obtaining advance tax rulings

# Individual Tax Compliance & Advisory

Throughout the life cycle of any overseas assignment, employers and employees are involved in the planning and management of individual tax compliance. We work with both employers and employees to provide holistic solutions on managing the tax issues throughout the assignment. Our team has deep competencies to assist clients in the following:

- Pre and post assignment tax briefing
- Tax planning for inbound expatriates
- Individual income tax compliance
- Tax cost reduction reviews
- Stock options advisory
- Implementing tax risk management framework
- Tax equalisation calculations
- Social security planning
- Application of tax treaty benefits
- Employer's tax compliance review and management
- Development of tax-effective compensation strategies





# Employment Pass

We help companies to have the right people with the right skills by assisting with the application of employment pass, dependent pass and entrepreneur pass.

# Payroll

We offer a range of payroll processing services that include computing the contribution to the Central Provident Fund, processing net payroll disbursements, compilation of monthly payroll summary reports for management review and printing and distribution of pay-slips.





### Contact Information

Sivakumar Saravan, Senior Partner  
siva.saravan@crowe.sg

Adrian Kong, Director  
adrian.kong@crowe.sg

Liew Kin Meng, Associate Director  
kinmeng.liew@crowe.sg

Crowe Horwath First Trust Tax Pte Ltd  
8 Shenton Way  
#05-01 AXA Tower  
Singapore 068811

Tel: +65 6221 0338

For more information,  
scan QR code below:



## We are here to help you get there.

Crowe Horwath First Trust (Crowe Singapore) is a public accounting and consulting firm that provides audit, advisory, tax, outsourcing and fund administration solutions to a diverse and international clientele including public-listed entities, multinational corporations and financial institutions.

We are part of an international professional services network, Crowe Global. Ranked as the eighth largest global accounting network, Crowe Global consists of more than 200 independent accounting and advisory services firms in close to 130 countries around the world.

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