

# Senior Executive Services



## The Challenge

Senior executives have responsibilities for complex and multi-disciplinary corporate projects requiring a broad variety of services. They often have multi-jurisdictional tax and social security requirements that are complex due to their cross-border nature. Governments, company stakeholders and the media expect them to be fully compliant in an increasingly challenging environment where public perception can go beyond strict observance of regulations.

### Key scenarios when to contact us:

- Allocation of a **Single Point of Contact (SPOC)** who is dedicated to the relevant market or industry and facilitates access to the right experts, within the broad range of services that Deloitte provides
- **Cross-border taxation** of C-suite executives
- **Reporting** of total employment costs for C-suite executives of SEC registered companies
- **Pension planning** and the related tax treatment of contributions and pension pay-outs, as well as assistance with requests for pension benefits
- Multi-jurisdictional planning of **long-term incentive plans**



## The Solution

We help senior executives to protect their interests and their reputation, to create value for them, and to align their personal agenda with their company's strategy.

### Compliance

We help senior executives to understand their compliance obligations and address them in line with their company's corporate governance standards.

### Advisory

We assist senior executives with filling their tax returns, leveraging any tax saving opportunities and reducing any financial and reputational risks.

### Strategy

We offer a Single Point of Contact and give access to the full breadth of Deloitte's expertise. We also advise on executive compensation strategy and long-term multi-state tax planning, connecting tax planning for individuals with both business imperatives and adequate family needs.

### BENEFITS



## Client Case

**Client/Industry:** A major semiconductor manufacturer with more than 45,000 employees worldwide

**Challenge:** To ensure consistent multi-jurisdictional tax compliance for client's C-suite executives and corporate vice presidents, with a high standard of confidentiality and in a cost-efficient way

**Solution:** Careful co-ordination of all C-suite executives in all countries where compliance is required: developed and implemented an easy-to-use mobility management model

**Outcome/impact:** The resulting model has saved millions of CHF in tax and social security charges and provided compliant and tax-efficient protection for accumulated pension benefits. It guarantees confidentiality and provides user-friendly dashboard reporting for budgeting

## Contact



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Contact me for all senior executive-related questions, cross-border employment matters and advice on regulatory, tax, social security and pension matters.



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