

Core Swiss Tax Services



The Challenge

Multinational companies and their employees are expected to comply with tax requirements of the Swiss federal and cantonal governments. Globally mobile employees and multinationals face increasingly challenging tax compliance obligations. Some requirements may appear contradictory or difficult to implement. Having clear guidelines, policies and processes in place is crucial for managing tax requirements and deadlines in an effective and timely manner.

Key scenarios when to contact us:

- Taxation of globally **mobile employees** (assignees, project workers and short-term business visitors)
- Annual disclosures of **equity-based** compensation
- **Clarification** of the tax treatment of benefits in kind and long-term incentive plans
- **Employment transactions** (e.g. localisation, terminations, assignments)
- **Pension planning** and the related tax treatment of contributions and pensions payout
- **Risk** assessment/review of historical positions
- **Negotiation** of expense manuals and other rulings with the tax authorities



The Solution

We help your company and your employees to remain compliant. Our assistance means that you pay the right amount of tax, to the right authority and at the right time.



Compliance

We help companies and their employees understand tax compliance obligations and establish processes in line with domestic and international tax law.



Advisory

We update our clients about changes in tax requirements, facilitate meetings with the local tax authorities and assist individuals with filling their tax returns whether in one or more countries, and leveraging any tax savings opportunities.



Strategy

We assist companies with optimising their strategy with regard to tax compliance, including connecting the individual's tax planning with business tax savings.

BENEFITS

- Experienced local tax compliance team with strong relationship with the tax authorities
- Holistic tax compliance solutions that consider local/international tax and social security aspects
- Technology for tracking, reporting, saving and sharing documents, status updates



Client case study

Client/Industry: A major pharmaceutical company with more than 90,000 employees worldwide and nearly 1,000 assignees in Switzerland.

Challenge: How to ensure that benefits in kind paid by home locations to assignees in Switzerland were correctly taxed in the most efficient manner while removing the administrative burden.

Solution: Successful negotiation of a ruling to tax all delivered benefits in kind together at a favorable tax rate.

Outcome/impact: The resulting model saved the company more than CHF 100,000 in tax and social security charges per year and provided a pragmatic, compliant and favourable taxation on home-delivered benefits in kind.

Contact



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Contact me for international assignment and cross-border employment matters and for advice on individual taxation of mobile employees



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