



# Global Mobility Services

A Member Firm of **Andersen Global**

With rapid globalisation taking place, global mobility is increasingly becoming popular among businesses. The demand for the global workforce is evolving. To address this need of the hour, do you have a global mobility program in place? If yes, is it effective enough to ensure that your talent and business strategy are future-ready?

It is crucial to have the right employee with the appropriate skill set at the right location to meet the growing needs of the organisation. This leads to an increase in the size and complexity of your global workforce placing higher responsibilities on your international human resource teams. However, it is important to understand that managing compensation, tax compliances and global mobility are all challenging, time-consuming, complex and costly.

In order to overcome this challenge, many organisations are looking for global mobility partners who can assist them with the best ways to manage their employee compensations and address immigration, cross-border taxation, social security, legal and immigration matters and other mobility-related issues.



## WHAT WE DO?

We support businesses to effectively and smoothly manage their international workforce. With us by your side, you can move your employees across borders in more efficient ways.

No matter which region or country your people work in, we ensure that the distance does not bother you or your employees. Our solutions combine technology with a personalised touch to help you manage your global workforce with ease and transparency.

Expatriate taxation is a crucial as well as challenging area which requires proper planning and management especially when it comes to senior executives and high net worth individuals. Our team of professionals helps you navigate through complex secondment arrangements by offering comprehensive tax advisory. Our tax and regulatory team assist you with the statutory, legal and tax compliances in respect of your global workforce.

## OUR KEY DIFFERENTIATORS

IMC Group strives hard to revolutionize the future of mobility through innovation. We have a dedicated team of experienced professionals across the globe who hold extensive knowledge of various issues related to global mobility.

With tools and critical business insights, skilled professionals and extensive experience, we are able to provide businesses with integrated and technology-supported strategies designed to address various global mobility related challenges and tap new opportunities.

We work on a 4 pillar approach. Our main goal is to provide a competitive edge to our clients by helping them in the following 4 ways:



Reduce costs



Manage risks



Enhance employee experience



Attract and retain top talent

Our global mobility services help you to manage your global workforce in a safer, easier and effective manner.





## OUR SERVICE OFFERINGS

Our holistic global mobility service offerings include:

- ✓ Global Mobility Tax Services
- ✓ Draft cost-effective, tax-compliant and easy to administer compensation structure
- ✓ PRO Services, Immigration / visa compliance and related advisory services
- ✓ Income tax and social security compliance and planning
- ✓ Employment tax
- ✓ EOR and PEO Services
- ✓ Design and review global mobility policies
- ✓ Payroll Services
- ✓ Global Workforce Advisory
- ✓ Relocation Services

## HOW IMC GROUP CAN HELP?



We understand the importance of people to your business and therefore our solutions are specifically focused on ensuring that you achieve the highest possible results from your employees.



Whether you are considering expansion or relocation, acquisition or streamlining your existing processes to manage the existing workforce, our mobility services can support these milestones and more.



With our global network, we are able to offer local expertise on a global scale. For more information, you can schedule a consultation call with us and we would be happy to assist you.



## GLOBAL MOBILITY TAX SERVICES

Maximize tax benefits and minimize cross-border assignment tax costs with our Global Mobility Tax Services. Our experienced team specializes in international tax planning and compliance, providing you with the tools and knowledge to navigate the complexities of global taxation.

Our Global Expatriate Services team is equipped with in-depth knowledge and experience to manage the tax and social security issues that international workforces face, making us your trusted partner in tax optimization.

### Key Services

#### **Optimal Tax Planning:**

Expert guidance for tax elections and planning to reduce cross-border assignment tax costs.

#### **Assignee Consultations:**

Pre and post-arrival meetings with international assignees to ensure compliance and understanding of your company's policies.

#### **Cost-Effective Tax Policies:**

Preparation of essential calculations for tax efficiency.

#### **Cross-Border Tax Analysis:**

Evaluation of tax treaty benefits for efficiency.

#### **Program Development and Management:**

Expert assistance in planning, implementing, and managing international assignment programs.

#### **Assignment Cost Estimates:**

Accurate budget and approval estimates.

#### **Compensation Accumulation and Reporting:**

Streamlined reporting in home and host countries.

#### **Social Tax Compliance:**

Assistance with treaty-effective region compliance and cost mitigation.

#### **Cross-Border Reporting:**

Evaluation of cross-border compliance and reporting obligations related to benefit and pension plans.



## EMPLOYER OF RECORD (EOR) SERVICES

### Need to Hire Remote Staff?

Hiring employees for your company can be a hassle. Our EOR services help simplify the process by allowing you to bring in new talent without opening a new entity.



We want you to focus on running your core business without taking on the extra burden. Therefore, our EOR solutions aim to simplify your global hiring process. We handle everything for you right from onboarding to compliance, payroll, benefits, and ongoing support for your distributed workforce, so you can easily build and manage teams across borders.

We help you navigate the barriers and challenges which you might encounter while venturing into a new market. While we are the legal employer for your international workers, you work with them just like you work with your other on-roll employees.



Hire top talent  
in over 160 countries



Onboard new team  
in less than 48 hours



Save on Hiring Costs

## PROFESSIONAL EMPLOYER ORGANISATION (PEO) SERVICES

PEOs are companies that enter a joint-employment relationship with an employer by leasing employees to the employer and help businesses manage their human resource functions.

IMC Group provides solutions for all your contractor needs. We help you grow remote and international teams effortlessly.

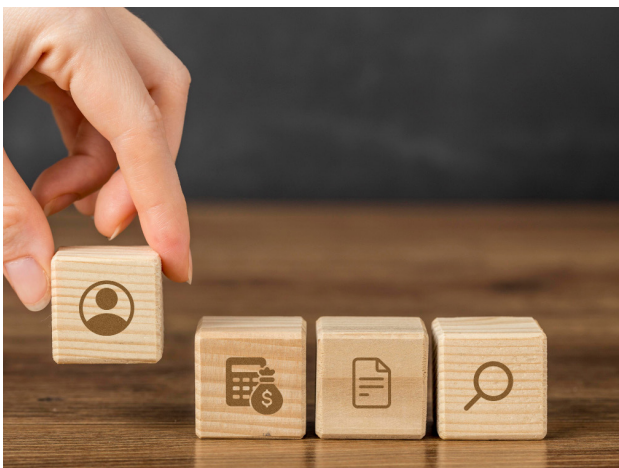
Let us deal with contractors while you deal with your core business.



Facing the challenges of compliance, taxation, and other obstacles  
while paying your global workforce?

**We are here to help!**

## PAYROLL SOLUTIONS



IMC Group offers global payroll solutions that help you effectively manage payroll and pay your global workforce with ease. We assist in onboarding, managing, and paying employees and contractors around the world and manage taxes, administer benefits, and ensure compliance for your global workforce.



## GLOBAL EMPLOYEE BENEFITS SOLUTIONS

Onboard, pay and offer country-specific benefits to your global team

Hiring and retaining the best talent is a key to business success and outperforming competition. This holds even more significance for companies that operate in multiple countries and must cater to the employees' requirements in each market.

IMC Group assists you in creating the most appropriate, smart, and customized cross-border employee benefits solutions. Our high-quality employee benefits solutions are designed to suit your business objectives and reduce the complexity of managing the local and international workforce.



Best-In-Class  
Employee Benefits



Establish Globally and  
Compete Locally



Smarter Insights  
Smarter Benefits



## ONBOARD CONTRACTORS

IMC Group provides solutions for all your contractor needs. We help you grow remote and international teams effortlessly.

Our services help you to automate the entire process right from onboarding to invoicing, payments and compliances. The time saved in these lengthy processes can be effectively used in growing your business.

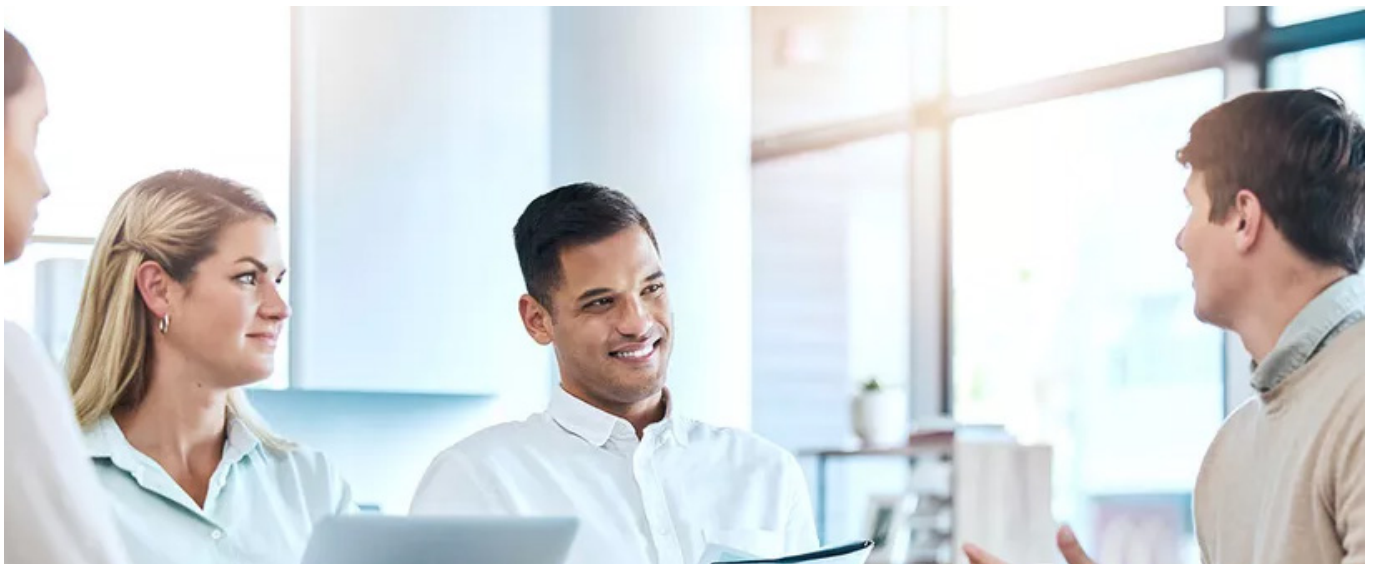
- ✓ Our legal partners keep up with regulatory changes
- ✓ One Invoice with multiple payment options

## CONSULTING SERVICES

IMC Group offers consulting services that are specifically designed to simplify your international expansion journey and help you seamlessly navigate various administrative HR tasks. We can provide the support you need - from strategy development to full-scale HR outsourcing.

We offer consulting services in the areas of hiring and onboarding international contractors, international payroll management, global employee benefits, global employee taxes, and global employee compliance management for small, medium and large organisations.

Our consulting sessions are highly customized based on the individual needs of every business and are intended to help you overcome challenges that are hindering your international growth.



## GLOBAL WORKFORCE ADVISORY

In the ever-evolving global workforce landscape, multinational companies encounter significant challenges in effectively overseeing the growing workforce mobility across diverse markets. These hurdles include discrepancies between global mobility programs and core business and talent strategies, as well as the absence of mechanisms to assess the effectiveness of mobility initiatives using comprehensive data and insights.

IMC Group specializes in providing strategic solutions to address the complexities of cross-border employment, ensuring compliance and precision. Our integrated approach assists organizations in efficiently managing their global workforce, thereby enhancing operations and efficiency.

We offer comprehensive support for navigating the legal complexities associated with such arrangements, covering:

- ✓ **Global Mobility Employer Obligation Service**
- ✓ **Global Mobility Assignment Evaluation**
- ✓ **Employment Law & Engagement Model**
- ✓ **Compliance Assessment and Framework Development**
- ✓ **Global Mobility Policies & Policy Framework**



## RELOCATION SERVICES

Simplify international moves by managing every aspect of the transition, including housing, settling-in and departure program.

Our expert-driven solutions ensure a seamless and cost-effective relocation experience, enabling clients to focus on their core business without disruptions.

**Relocating to a new country presents exciting opportunities, but it can also bring complex challenges for individuals and businesses. At IMC, we ensure that your focus remains on the possibilities ahead, while we handle the details of your domestic or international move.**

**We offer comprehensive relocation services designed to streamline the transition for employees and their families.**

From destination and housing services to settling-in, our solutions are customized to ensure smooth transitions, reduce relocation costs, and optimize employee productivity. We handle every aspect of your move—from home finding, school selection, and city orientation to managing immigration, tax briefings, and travel logistics.

**IMC's relocation services are crafted to ensure a seamless experience, allowing you to focus on growth and success in your new environment.**

- ✓ Orientation
- ✓ Corporate Housing
- ✓ Home Search
- ✓ Departure Program
- ✓ Tenancy Management
- ✓ Settling In
- ✓ School Search

## Orientation

Our customized orientation programs are designed to provide employees and their families with an in-depth introduction to their new city. These services cover local culture, infrastructure, shopping areas, healthcare facilities, security, and emergency helplines. By familiarizing them with landmarks, public transportation, and local customs, we help ease their transition into a new environment and minimize distractions, ensuring employees can focus on their work responsibilities from the start.

## Corporate Housing

Whether an employee is relocating for a short-term assignment, long-term placement, or business travel, our corporate housing solutions ensure comfort and convenience. We provide serviced apartments or temporary housing for employees and their families until permanent accommodations are arranged. Our solutions ensure that relocating individuals feel at home immediately, allowing them to settle quickly and focus on their professional roles without delays.

## Home Search

Finding the perfect home can be one of the most stressful parts of relocation. Our home search services are designed to alleviate this burden by offering a comprehensive solution. We assist in locating the ideal property, conducting inspections, negotiating terms, and facilitating the lease agreement process. With expert knowledge of local real estate markets, we ensure a smooth transition to your new residence, ensuring the best fit for your lifestyle and needs.

## School Search

Relocating families often find school selection a critical and daunting task. We assist in identifying the best international and local schools that align with the needs of the employee's children. Our team guides the entire process, from understanding curriculum options to facilitating the admission process. With thorough counseling and familiarization tours, we help families make informed decisions about their children's education, ensuring a smooth start in the new city.

### Tenancy Management

Our tenancy management services offer continuous support throughout the lease period. We take care of all property-related issues, from handling repairs and maintenance to managing utility services and coordinating with landlords. Our dedicated team ensures that relocating employees are free from the hassle of property upkeep, allowing them to concentrate fully on their work and integration into their new environment.

### Settling In

Moving into a new home is only the beginning; settling in requires meticulous planning. Our settling-in services ensure the smooth setup of essential utilities such as electricity, gas, internet, and cable. Additionally, we assist with area familiarization, introduce families to local vendors and groceries, and help integrate them into their new community. This comprehensive approach ensures a hassle-free transition for the entire family.

### Departure Program

At the end of an assignment, there are numerous loose ends to tie up. Our departure services ensure a smooth exit by managing all aspects of the move-out process, including lease termination, property handover, and security deposit recovery. We also assist in closing utility accounts and organizing moving logistics, ensuring that employees and their families depart without unnecessary stress or delays.

**At IMC, our Global Mobility Relocation Services are designed to provide a complete and hassle-free experience for businesses and their employees. We take care of every detail, allowing employees to focus on what matters most: their core business and new opportunities.**

Our solutions are supported by a highly skilled team ensuring efficiency, accuracy, and global compliance. Whether it's a short-term assignment or a long-term relocation, we offer seamless transitions that reduce stress and save time. Our commitment to managing costs without compromising quality allows businesses to support their employees while staying within budget.



## SOME OF THE COMPELLING REASONS TO CHOOSE US:



Save time to focus on your core business



Quickly enter into new markets



Get access to richer talent pool across the globe



Effortlessly comply with the local labor laws and reduce risk



Offer competitive benefits across the globe



Gain peace of mind with streamlined processes



Simplifying in-country labour laws and tax implication



Accurate and reliable payroll



## GLOBAL MOBILITY SERVICE - CASE STUDY - I

### CASE OVERVIEW

Our client is an India based renowned manufacturing company with a global presence and over 40,000 employees worldwide.

Our client's business is such that requires employees to travel across borders. At times, employees are also required to relocate internationally for critical projects or to gain international experience for job progression.

The client approached us to support them with immigration of their c-suite executives and corporate vice presidents while maintaining high standards of confidentiality. We were entrusted with the responsibility to ensure consistent multi-jurisdictional tax compliance in a cost-efficient and timely manner. One of the crucial aspect was to ensure that the immigration was in compliance with host and home location immigration, tax and social security regulations.



### IMC GROUP ADVISORY

We carefully designed and implemented an easy-to-use, robust and efficient mobility management model to smoothly co-ordinate the immigration of their c-suite executives and corporate vice presidents. We ensured that all the immigration and tax compliances were taken care of while maintaining smooth operations.

We helped our client understand country specific mobility compliance obligations and suggested on ways to address them keeping in mind our client's overall compliance strategy.

We assisted our client in leveraging the latest technology while fulfilling compliance and improving their employees' overall mobility experience.

## SERVICES OFFERED :

- ✓ Immigration support and deployment of international workforce
- ✓ Payroll management (domestic as well as international)
- ✓ Social security audits
- ✓ Assistance with obtaining visas, permits and other immigration related matters
- ✓ Designing tax efficient incentive plans for international workforce



## VALUE ADDITION PROVIDED

Our mobility management model helped our client save millions of rupees in tax and social security charges. Furthermore, it ensured compliance, tax efficiency and protection over accumulated pension benefits. This was all done while maintaining highest level of confidentiality and with personalised touch.

We analyse our mobility strategy by focusing on measuring the Return on Investment for our client.

We have a good network of international local contacts who assist our client's international workforce to easily settle down and begin operations within no time.



## GLOBAL MOBILITY SERVICE - CASE STUDY - II

### CASE OVERVIEW

A well-known retail company in the USA with a global presence and over 25,000 employees worldwide was looking for further expansion into a number of jurisdictions across Europe and the Asia Pacific. The client approached us for global mobility related solutions.

They needed assistance with developing their global mobility policies by identifying and assessing the benefits offered in each of the above-mentioned jurisdictions and structuring the provision of the benefits while maintaining cost efficiency.



### IMC GROUP ADVISORY

IMC Group's global mobility advisory targets on offering a broad array of strategic and administrative services to help improve business processes and efficiently manage the global workforce.

Our vast industry experience of working with numerous leading multinational organizations has helped us smoothly redesign our client's global mobility policies and processes to reduce costs. Furthermore, we advised our client on ways to improve assignee satisfaction and address a new environment that has emerged because of the merger / acquisition.

We understand the fact that it is not easy to manage a global workforce because you need to observe different, complex and fast-changing immigration laws worldwide and comply with them diligently. With our experience, expert team of professionals and a global network of immigration specialists in over 80 countries, we were able to effectively respond to the recent government legislation and changing immigration laws.

Our end-to-end international workforce mobility solutions include a broad range of services such as pre-departure services, coordinating services in the host country, ongoing support and tracking, and assignee repatriation.

## SERVICES OFFERED :

We assisted our client with the following global mobility related solutions:

- ✓ Global mobility policy designing and development
- ✓ Global mobility policy review
- ✓ International assignment process improvement and re-engineering
- ✓ Developing effective process manuals and guides
- ✓ Assistance with immigration and related services such as determining applicable visa categories, obtaining a visa, obtaining work and residence permits, etc.
- ✓ Ensuring legal and tax compliances
- ✓ Repatriation planning
- ✓ Assistance with relocation

## VALUE ADDITION PROVIDED

- ✓ We ensured that our global mobility solutions help our client frame competitive as well as cost-effective policies.
- ✓ We were able to reduce the number of mobility vendors involved in the complete process that helped our client forecast and predict relocation costs with a high level of accuracy.
- ✓ We ensured that the entire process of global mobility and immigration was smooth while ensuring the utmost comfort and satisfaction of the client's employees.
- ✓ We helped our client standardize mobility administration and management of visa services.
- ✓ Relocation is typically a stressful situation for employees, but our strength lies in achieving employee satisfaction.

## Andersen Global Member and Collaborating Firms

Andersen Global has a presence in 420+ locations through its member firms and collaborating firms. To view all the locations, visit [global.andersen.com](http://global.andersen.com).



Andersen Global is an international association of member firms comprised of tax and legal professionals worldwide. Member firms and collaborating firms are not liable for the services provided by any other member firms or collaborating firms.



## ABOUT IMC

IMC is a professional company offering an extensive range of Accounting, Bookkeeping, Taxation and Financial Outsourcing Services. We help you take care of your accounting woes and day-to-day bookkeeping chores by providing streamlined and accurate Finance and Accounting Service by expert professionals at affordable costs. We help you stay updated with all the changes in the accounting policies, rules and regulations and ensure compliance with regulatory requirements. Our highly qualified team of professionals can improve the efficiency and effectiveness of your business processes thereby letting you focus on maximizing your core business operations.



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