

A large, curved window of a space station provides a view of Earth from space. The planet's surface is covered in a dense network of city lights, creating a vibrant, glowing pattern against the dark blue of the oceans and the blackness of space. The window's frame and internal structure are visible in the foreground, adding a sense of depth and perspective.

## Vistra Advisory Services: Global Mobility

Sending employees abroad is critical to the success of any multinational, large or small. Unfortunately, regulations governing everything from short-term business trips to permanent expat assignments are unique to each country. They're also constantly changing and in general becoming more restrictive. Failure to comply with these regulations can lead to fines, reputational damage and even legal trouble for employers and employees alike.

To meet these challenges and take full advantage of the benefits of sending employees abroad, multinationals must understand and keep track of immigration, tax and social security laws in all their countries of operation. They must also constantly track their employees' movements. Finally, they need robust and up-to-date global mobility policies in place.

Managing all aspects of global mobility — from visas to compensation to tax compliance to expat repatriation — only becomes more complicated as organizations grow. As a result, even large and established companies usually turn to third-party experts for guidance.

### Vistra's Solution

Vistra advisors provide authoritative information and recommendations related to all aspects of global mobility. Whether you're sending your first employee abroad or maintaining existing operations in multiple countries, we make sure you understand and fulfill your compliance obligations in all jurisdictions. We also make sure you account for the cultural differences that can sometimes derail expatriate assignments.

Not only do we provide practical, actionable advice about compliance obligations, we also act as an extension of your HR, finance and tax teams. In short, we give you everything you need to establish and maintain a global mobility program that lowers your risks and helps you attract, retain and protect top talent.

## Our Global Mobility Services Include:

- Developing global mobility policies that account for all relevant types of expat assignments, such as frequent short term business visits and long-term assignments
- Developing and implementing compensation schemes (such as tax equalization policies) to protect expat employees against potential tax and cost-of-living increases
- Providing advice on relocating expatriate dependents, including pets
- Developing a system that allows you to administer and track your expat workers
- Obtaining visas and work permits
- Providing advice on visa sponsorship
- Ensuring that income tax and social security obligations are understood and fulfilled in the home and host countries
- Establishing shadow payrolls to ensure tax and social security compliance in the home and host countries
- Preparing and filing employee tax returns in the home and host countries
- Remitting income tax and social security to host-country authorities
- Providing advice on intercompany accounting treatment for expatriate assignments
- Providing advice on terminating or repatriating workers abroad

## About Vistra

Ranked among the top three corporate service providers globally, Vistra is a versatile group of professionals, providing a uniquely broad range of services and solutions. Our capabilities span across international incorporations to trust, fiduciary, private client services, and fund administration. We employ over 4,000 professionals across 46 jurisdictions throughout the Americas, Europe, Middle East, and Asia Pacific.

As a leading global player with expert industry knowledge and location specialists, Vistra has a deep understanding of the professional worlds of our clients, and a proven track record of offering highly versatile solutions, providing the people, processes, and products that help our clients get the most from their international business.

[Contact](#) us to find out how we can help you, or visit our website at [www.vistra.com](http://www.vistra.com).

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