

**R.G. Manabat & Co.**



# Global Cross-border Mobility Solutions

Aligning your global workforce and business strategy



A Streamlined Tax Global Mobility Support

The Clear Choice

What We Offer

Tax

Advisory

Immigration

KPMG Global Mobility Technology

Contact Us



**KPMG in the Philippines**

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# A Streamlined Global Mobility Support

Today's mobile workforce faces the challenge of keeping up with new compliance rules.

To address this, R.G. Manabat & Co.'s Global Mobility Services (GMS) practice combines extensive tax, advisory, technology, and immigration services to provide an easier, safer, and more efficient way to manage your global workforce.

Our mobility solutions offer an integrated compliance approach that aligns with the requirements of both the Bureau of Immigration and the Bureau of Internal Revenue. By the time an expatriate's work permit and visa are submitted, their corresponding tax filing requirements have already been planned.





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# The Clear Choice

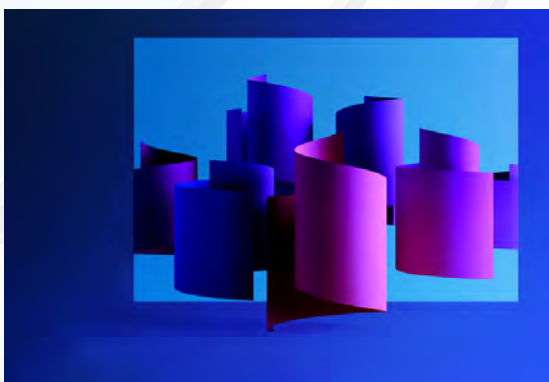
To help align your global strategy with business objectives, we provide:



A clear and transparent approach,  
backed by extensive experience in  
delivering tax and immigration services



Tax advisory services and seminars for  
clients to help achieve accurate and  
timely tax reporting



Innovative, flexible programs and  
streamlined solutions tailored to the  
needs of your workforce



**Visit our GMS PH Website  
to find out more.**

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# What We Offer



## Tax

We support in the tax compliance of expatriates, including tax filings, employer compliance, mobility consulting, and international tax strategies to ensure global compliance and optimize tax savings.



## Advisory

We provide advisory services that include due diligence for tax compliance and mobility consulting. Advisory covers tax risk assessment in mergers, acquisitions, and global expansions, as well as strategic and administrative support for international assignments, policy development, and employee mobility management.



## Immigration

We render seamless immigration services, from visa and work permit compliance to document legalization and advisory support. Using KPMG technology, we streamline case management and ensure compliance with current regulations. Our services include investor and retiree visas, labor registrations, departure formalities, and work permits for business travel, assignments, and local employment.



## KPMG Global Mobility Technology

We provide innovative and powerful resources that international assignees and program managers can rely on throughout the assignment period, offering a single portal for all stakeholders involved in managing a globally mobile population. With tailored views for each user and configurable workflows, our technology supports key processes across the assignment lifecycle, based on the tools you utilize to ensure streamlined and efficient global mobility management.



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# Tax

## Compliance and Advisory Services

- Departure and arrival tax briefings
- Employer tax compliance
- Hypothetical tax calculations and reconciliations
- Personal tax return preparation
- Employment tax services
- Tax equalization calculation
- Social Security Declarations - Certificate of Coverage application, social security registration and deregistration
- Mobility consulting
- Compensation and rewards planning/restructuring
- Due diligence advisory

## What we do:

- ✓ Support the company's expatriates in remaining globally tax compliant.
- ✓ Advise the company and the expatriate on how to derive long-term tax savings.
- ✓ Design an international assignment program that supports the company's overall business strategy.
- ✓ Anticipate and communicate complex issues that may arise (e.g. double taxation).



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# Advisory

## Due Diligence Advisory Services

When your company needs to evaluate tax compliance, our team can provide a variety of services, from assisting with evaluating permanent establishment issues to helping assess potential unrecorded liabilities associated with globally mobile employees.

Companies often ignore the tax aspects of transactions such as acquisitions, mergers, movements into new countries, or joint ventures. If a significant amount of your business is from offshore operations where employees can have hidden or unexpected financial consequences, our network can help you evaluate these types of transactions from a tax perspective.

## Mobility Consulting Services

Our GMS practice offers a broad array of strategic (advisory) and administrative (outsourcing) services to help improve business processes, including:

- Policy review, design, and development
- International assignment process improvement and reengineering
- Process manuals and guides
- International assignee assessment and repatriation planning
- Assignee communications
- Tailored benchmarking surveys
- Employee feedback surveys

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# Immigration

## Compliance Services

- ➔ Visas for investors and retirees
- ➔ Visas and work permits for business travel, short term and long term assignments, and local employment
- ➔ Departure formalities for end of employment
- ➔ Labor-related registration for multinational companies

## What we do:

- ✓ Assess and obtain the appropriate visa and work permit requirements for a global workforce.
- ✓ Assist in securing legalizations and attestations required.
- ✓ Support Human Resources or Global Mobility in responding to changes in immigration policies and reflecting the latest regulations in its immigration program.
- ✓ Provide technology-abled support to Human Resources or Global Mobility with instant case assessments, detailing documentary requirements, timelines, and red flags.



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# KPMG Global Mobility Technology

Our web-based, integrated, and user-friendly tools can be tailored to a company's assignment program and can be used in multiple languages.

## KPMG Link GO

Acts as a consolidated system for all stakeholders, helping manage a globally mobile population. It provides customized views for each user and adjustable workflows to support essential processes throughout the assignment life cycle, based on the tools being used.

## Business Traveler

Helps companies and employees quantify the risks associated with entry requirements, income tax, social tax, and permanent establishment.

## Cost Projector

Quantifies the assignment and tax costs associated with sending employees on both short and long-term international assignments.

## Global Payroll Manager

Helps streamline the collection and reporting of global compensation for traveling employees by leveraging automated data feeds, configurable cut-off dates, and a reconciliation engine allowing you to see discrepancies in your payroll instruction and actual pay amounts.

## Global Equity Tracker

Assists companies manage payroll reporting and withholding obligations for incentive compensation of mobile employees through a flexible, web-based application.

## Enterprise Assignment Manager

Provides an end-to-end process and data management solution with integrated analytics, workflows, and robust reporting functionality.



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# Other resources

KPMG's GMS practice offers many resources to keep you alert of breaking tax news, trends, and key issues concerning international assignments. We also conduct global studies throughout the year covering tax rates, policies and practices, and compliance risks.

## Contact Us

To learn more about KPMG's Global Mobility Services, contact our Philippine GMS Team:



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