

Expatriate Taxes  
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**Expatriate Taxes**  
EXPERTS IN EXPAT TAX

## About US

*Stephanie is an award-winning international and expatriate tax specialist with over a decade's experience. Stephanie is one of those tax professionals you need in your life: she grasps complex technical concepts and explains it in a way that is clear and easy to understand. Her knowledge of tax not only crosses geographical and jurisdictional borders, she is across many aspects of tax that would typically be covered by different segments in a larger professional practice, including income tax, global mobility, corporate taxes, capital gains and inheritance taxes. She is comfortable analysing cross-border tax implications including the ability to use double tax treaties. Stephanie's manner is highly professional and personable. She has over a decade's experience.*

## WHO ARE WE?

- ✓ We are international and expatriate tax specialists
- ✓ Irish Chartered Tax Advisers
- ✓ Irish Chartered Accountants
- ✓ We interpret complex tax legislation for our clients in a way that is simple and easy to understand. Our aim is to provide clear and concise advice to help our clients arrange their affairs tax efficiently
- ✓ Our approach is: **Friendly, boutique and expert**



# What our clients say:

“ Stephanie assisted us with ensuring we understood how to relocate a key employee overseas. She analysed the employee's benefit package to ensure the employee was happy with their take-home pay in the new location. She also assisted us with understanding our Irish and foreign tax obligations as an employer. Highly recommend her services!

“ I highly recommend Stephanie's services. Stephanie assisted me with tax advice during negotiations with a prospective employer for an overseas role. Stephanie's advice was comprehensive and easy to understand. As a result, I went into the negotiations with a clear understanding of how each element of the employer's offer would need to line up to achieve my ideal tax position. It was extremely empowering and helped me tremendously. I certainly wouldn't hesitate to approach Stephanie again in the future.

## WHAT WE DO

We provide commercially sound, practical tax advice to employers who need to relocate key personnel – taking into account the complexities involved with multi-jurisdictional tax heads.

We can advise on the availability of Irish tax reliefs/exemptions such as:

- **Foreign Earnings Deduction**
- **Cross-border relief**
- **Relocation expenses**
- **Double taxation relief**
- **PAYE exclusion orders**
- **Split year relief**

There are a number of different employment situations which arise when an individual is sent to work overseas. The implications from a tax and social security perspective often depends on the length of the assignment/relocation.

We work with the employer to determine what their commercial needs are in terms of relocation of employees.

Additionally we review the employee's contract of employment to ensure the tax outcome is understood and quantified before the assignment begins. We work with clients advising on:

- **full or partial tax equalisation**
- **hypothetical tax arrangements**
- **shadow payroll set-up (to account for foreign tax credits in real-time if possible)**
- **“gross” packages (i.e. where the employee wears the tax cost in the host location)**
- **relocation benefits (e.g. a “top-up” payment to cover additional tax costs, tax exempt relocation expenses)**
- **maintaining social security coverage in home country**
- **managing permanent establishment risk (the risk the employer inadvertently creates a taxable presence when employees work in various locations)**

## WHY WORK WITH US

We appreciate how difficult it can be to tailor packages to suit the needs of all stakeholders – the HR function, the Finance Director and the employee. We have over **10 years experience** working with employers and employees to ensure the tax aspects of relocation or assignment are managed properly. We specialise in expatriate and international tax advice, an area that most accountants are not familiar with.

Key employees don't need the added stress of worrying about their Taxes. Employers need to be very clear about the cost of the employee's move. They also need to ensure they meet their compliance obligations at home and abroad.

### That's where we come in.

If you want to learn more about what we do and how we can help you, contact us today. We would love to hear from you. We provide phone consultations or meetings at our office space in Waterford, Ireland.

[CONTACT US](#)