

# Global mobility services

Meeting the challenges of a mobile workforce

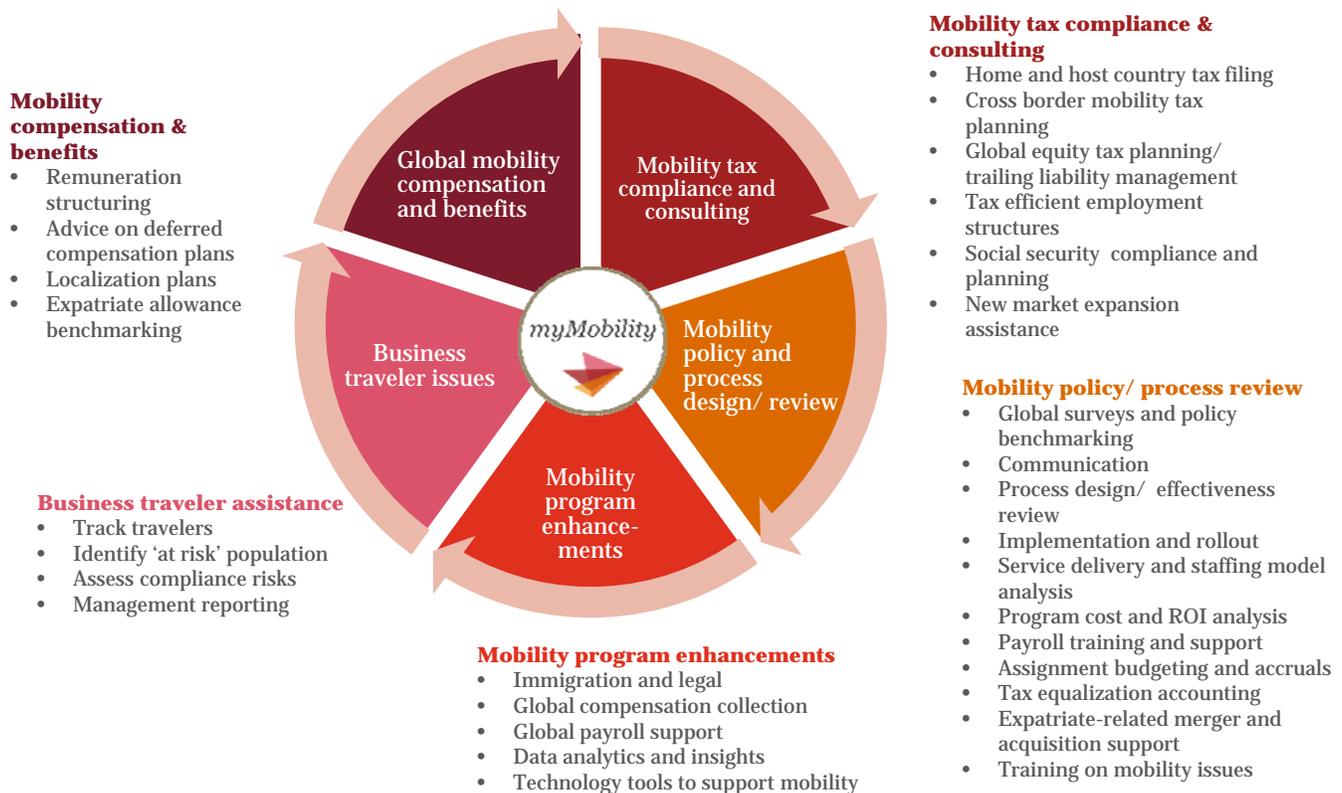
## Overview

As the needs of businesses to source and mobilize talent continue to increase, the nature of talent mobility continues to shift in fundamental ways. Most of the growth in talent mobility is coming not from traditional expatriates, but from a variety of new mobility types — commuters, business travellers, virtual assignments, and in the future, freelance project workers. PwC's Global Mobility Services network helps companies manage the complex tax, administration, and strategic aspects of deploying an evolving international workforce.

We continually strive to bring an agile, flexible and connected approach which keeps our clients ahead of the compliance curve and delivers a differentiated experience for both corporate users and employees. Our goal is to help mobility program managers be globally compliant, “keep a finger on the pulse” of their global program, increase efficiency, provide program insights and enhancements, and reduce risk.

## How we can help clients

Getting international mobility right is a balancing act and an art. Companies need to master the tax and reporting implications created by having a mobile workforce, while building attractive positions for candidates, managing costs and establishing effective processes and controls. Here's how PwC can help:



## Benefits of our approach

What differentiates PwC from our competitors is how we create a customized plan and distinctive experience for each mobility team and its mobile employees. We don't just "put numbers on forms."

We collaborate with clients of all sizes and maturity to develop a mobility strategy that addresses all aspects of their mobility program, without losing sight of the mobile employees and their overall mobility experience. Our global service delivery model is founded on our fundamental service guidelines helps enhance the overseas assignment experience for mobile employees and corporate project managers alike.

As a result, the organization will benefit from increased employee satisfaction, enhanced efficiency, and reduced compliance risk and program cost.

### Capability specialists

Our global mobility network of more than 7,000 specialists in 140+ countries can assist in the following areas:

- Income tax compliance and planning
- Social security
- Employment tax
- Immigration and legal
- Mobility policy and process design
- Mobility effectiveness review
- Mobility technology solutions
- Business traveller issues
- Global compensation collection
- Payroll reporting

Mobility opportunities are key to attracting, developing and retaining talent - but diverse preferences and expectations all need careful management. We've been helping multinational organizations manage the complex tax, planning, administrative, and strategic aspects of deploying an international workforce for more than 40 years.

