

taxback.com

# INTERNATIONAL PAYROLL SERVICE



## ›2 INTRODUCTION

Payroll is a necessary but often time-consuming task which can take companies away from more critical priorities such as sales and business development. Taxback.com's payroll service has been designed to let employers outsource their payroll requirements and focus on the factors that drive their business forward.

### A Word from the CEO

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*Payroll services can become complex when a company has got staff operating within several different tax jurisdictions within a given year. We provide an international payroll service for companies of all sizes.*

*Whether you have domestic staff only, or expatriate employees, we can tailor the right - and cost-effective - payroll solution for you.*

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Fidelma McGuirk  
CEO



## 3 **INTERNATIONAL PAYROLL SERVICE**

Expanding into new jurisdictions involves navigating new and often payroll and tax regulations.

By outsourcing your payroll, you'll have one less thing to think about. Our international payroll service will take care of all the reporting and legislation requirements providing guaranteed compliance and peace of mind.

Our dedicated payroll team will be able to tailor the right and most cost-effective payroll solution for you. Our payroll process has been accredited with the ISO 9001 quality service mark for the last number of years and undergoes external auditing on an annual basis. We offer:

- ▶ Worldwide payroll calculations
- ▶ Multiple jurisdiction service
- ▶ Payslips for all employees
- ▶ Choice of payment frequencies
- ▶ Tax and social security deductions calculation and advice
- ▶ Coordination of tax and social security payments
- ▶ Employer wage tax return reports and submission
- ▶ Updates on rate changes for pensions and social security contributions
- ▶ Payment of net pay into the employees' bank accounts
- ▶ Payment of Directors' fees
- ▶ Year-end documentation supplied to employees
- ▶ Advice on relocation costs and subsistence payments

### **CASE STUDY - UK FINANCIAL PLC**

This company is a leading organisation in the capital markets industry, providing software products and technical consulting services for a diverse range of companies. The company engaged Taxback.com to assist with the employer registrations and payroll set-up in a number of countries for which they had expanded into along with managing the monthly payroll in each location.



## THE TAXBACK.COM SERVICE

### SET-UP

The initial part of the process to set up the service involved a detailed review of the structure, employee backgrounds, systems currently in place and the employer needs. The company wished to streamline their payroll process by having just one point of contact for several payroll locations. In offering this, we were able to greatly reduce the administrative burden and increase efficiencies.

Our tax and payroll experts across all the relevant jurisdictions performed the necessary employer and employee set-up.

### MONTHLY PAYROLL

Each month our international payroll team works together to prepare the necessary calculations and payslips for the employees across multiple locations. We also provide consolidated advice in one monthly correspondence. The company transfers a sterling payment to us and we make the necessary onward transfers to the employees and authorities in each location. Employees are then paid in the relevant currency in their employment country.

Soft-copy payslips are provided each month and we are on hand to deal with employee and employer queries as required. All employer payroll filings are organised in each country on a monthly, quarterly and annual basis. Employee year-end and leaver documentation is prepared as required.

#### Payroll Destinations

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-  Ireland
-  UK
-  Singapore
-  Japan
-  Australia
-  US
-  Sweden
-  Hong Kong

#### Service Provided

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- Employer and employee tax, payroll and social security obligations advice
- Finance & HR briefings on international taxation and payroll compliance
- Operation of monthly payroll in multiple jurisdictions
- Operation of monthly shadow payroll in host locations
- Preparation of social security calculations and returns
- Preparation and filing of monthly, quarterly and annual employer returns
- Preparation of home and host country personal tax returns for internationally mobile employees
- Tax equalisation calculations
- Consolidated currency payments to employees.

## BENEFITS OF OUTSOURCING YOUR PAYROLL

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- **Specialist advice:** Our global team of payroll specialists is available to advise on the payroll requirements of whatever jurisdiction(s) you are expanding into.



- **One point of contact:** You'll have one Account Manager no matter how many different services you need.



- **Full compliance:** Compliance is the cornerstone of our payroll service. We'll ensure that you meet your obligations with international laws and avoid fines or penalties associated with non-compliance.



- **Reduced costs:** We'll minimise your tax liability by ensuring your mobile staff is availing of all applicable reliefs and reductions.



- **Tailored service:** We know that one size doesn't fit all so we'll find out what your exact needs are before we recommend a service.



# MEET THE TEAM



**Ruairi Kelleher**  
Global Partner  
Manager

**Ruairi Kelleher** holds a Bachelor in Business and Legal Studies from University College Dublin. Ruairi previously held senior positions within the Marcus Evans Group in Ireland and was involved in the structuring of corporate relationships with the FAI and the London 2012 Olympics. During his time with the group he consistently grew revenues in Ireland from a start-up level to being a key contributor in the EMEA division. Ruairi joined Taxback.com in 2012 to head up the Global Mobility development team for Irish multi-national clients and has successfully developed relations with some of Ireland's leading corporate entities. Ruairi has built on current relations and has expanded our reach into several other markets.



**Mark Graham**  
Global Mobility  
Manager

**Mark Graham** joined the Taxback.com Global Mobility team in 2014. His previous experience within the international trade and development sector means he has vast experience assisting companies with a global workforce. He has invested significant time working in the US with C-level executives to identify strategic solutions to leverage international growth.

Mark understands the taxation and payroll challenges that can be part of the expatriate experience, having lived and worked abroad for several years. Mark also has a strong background in international sales having successfully introduced an indigenous Irish company and its products to the European market.



**Christine Keily**  
Head of Direct  
Taxes

**Christine Keily** has over 12 years' experience in Irish taxation, social security and payroll. She is an AITI Chartered Tax Adviser (CTA) and an associate of the Irish Payroll Association.

Christine trained in KPMG and prior to moving to Taxback.com was a manager in the Global Employer Services (GES) department in Deloitte Dublin specialising in the area of expatriate tax and social security compliance and consultancy for multinational companies.

Christine has extensive experience in the management of expatriate tax compliance and dealing with tax issues arising in respect of compliance and planning for a portfolio of multinational companies across different industry sectors including Financial Services, Pharmaceutical, Manufacturing and Consumer Business.



**Barry Flanagan**  
Tax Manager

**Barry Flanagan** is a qualified Chartered Accountant, Chartered Tax Consultant and a part qualified Chartered Company Secretary. Prior to joining Taxback.com, Barry trained in the tax department of Deloitte's Dublin Office.

Barry specialised in Global Mobility, having been a member of the Global Employer Services team at Deloitte. Barry also acquired significant experience in both employment taxes and compensation and benefits, working with diverse clients across a range of industry sectors, including market-leading multinationals in technology, financial services, software and global alcoholic beverages.

Barry has over six years' experience advising individuals and corporates on tax compliance and efficient delivery of remuneration to employees and directors, both domestically and globally.



**Iliyan Tzakov**  
US Tax Manager

**Iliyan Tzakov** is a US Certified Public Accountant (CPA) licensed in the state of Texas with a Masters in Accounting and Taxation from Southern Methodist University in Dallas, Texas. He has over 10 years of experience advising international clients on a range of US tax issues.

Before joining Taxback.com, Iliyan spent 6 years at the US Tax Desk of Deloitte in Montreal, Canada, where he specialised in US inbound tax structuring for private and public companies pursuing business in the United States.

## AWARDS

Service Exporter of the Year 2014

Deloitte Best Managed Companies Award 2014

Ernst & Young Entrepreneur of the Year Award 2009

European Business Award 2010

ISO quality accreditation 2010

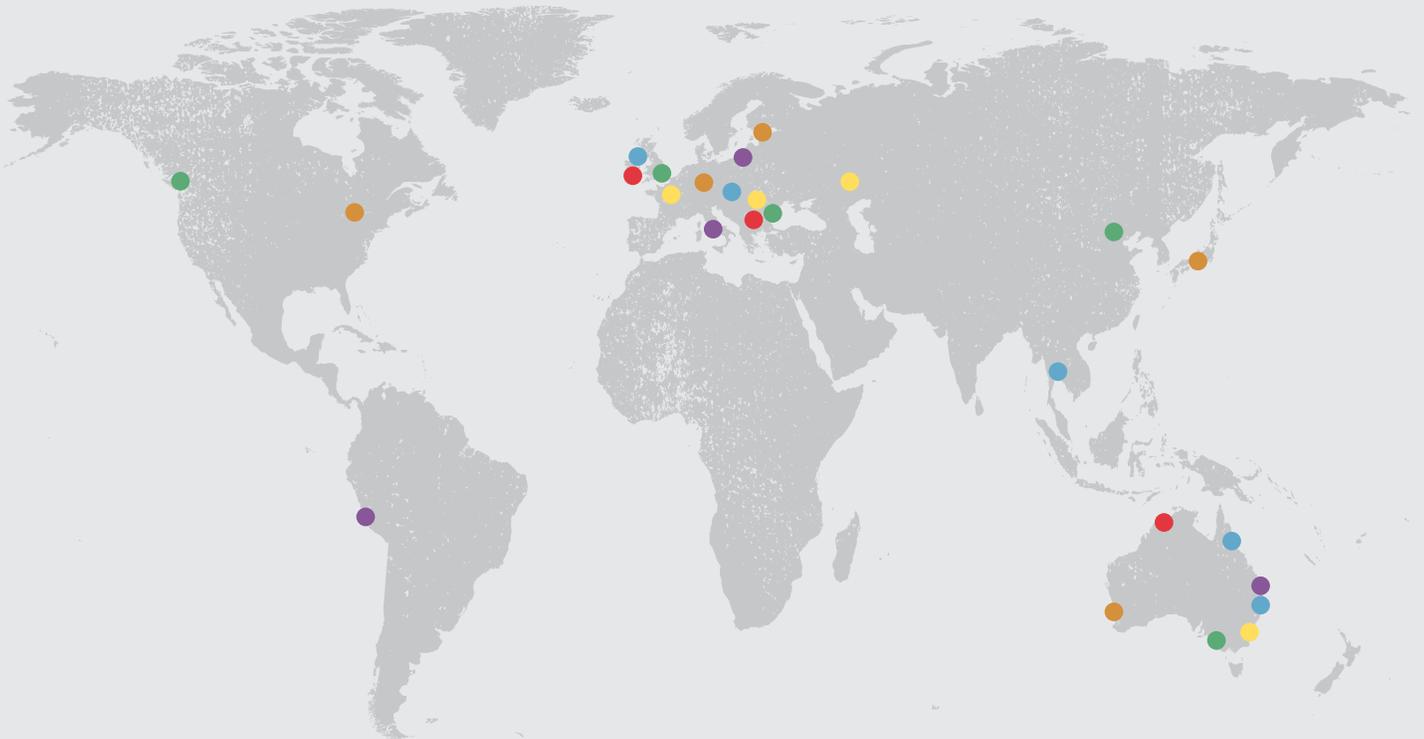


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## Our Global Presence



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