Ernst & Young’s Global Equity professionals help multinational companies to effectively design, implement, communicate and administer equity-based compensation benefits for their worldwide employees.

When analyzing existing plans in each country, Ernst & Young uses a multi-disciplined approach focusing on the wide range of business issues across many functional areas, such as HR, tax, accounting and compliance.

We provide you with recommendations to meet your company’s objective of operating in compliance with global payroll, tax, securities and labor rules.

Minimization of overall costs through maximum corporate tax deductibility of such vehicles reduces the company’s costs and can have a positive impact on the company’s cash position.

While we use a proven Ernst & Young methodology to achieve the client’s objectives, we have developed the following services to be responsive and flexible to each company’s unique business situation:

- Incentive plan design
- Feasibility and due diligence
- Corporate tax deductibility maximization
- Administrative process review
- Employee communication creation and rollout
- Cross-border tax planning and payroll support

Cross-border tax planning and payroll support

Across the globe, our Global Equity professionals provide fast and accurate calculations of multijurisdictional tax withholding amounts in addition to payroll reporting information for companies who issue share-based remuneration to international employees.

The key features of this cross-border service include:

- Tailored capability that considers specific stock plan rules and company tax positions
- Consideration of current tax treaties, social security agreements and each individual’s mobility history
- Electronic data transmission to and from share plan administrators/brokers
- Significant cost savings to the company delivered accurately, securely and efficiently

Key questions:

- Is your company considering global equity plan or award design changes?
- Does your company monitor the tax and legal implications associated with its global equity plans in all jurisdictions?
- Does your company report income and withhold taxes, where necessary, including tracking tax liabilities for internationally mobile employees?
- Has your company considered providing tax summaries to employees to increase participation or meet compliance requirements?

Ernst & Young’s Global Equity professionals are at your disposal to discuss your answers to these key questions.
**About Ernst & Young**

Ernst & Young is a global leader in assurance, tax, transaction and advisory services. Worldwide, our 152,000 people are united by our shared values and an unwavering commitment to quality. We make a difference by helping our people, our clients and our wider communities achieve their potential.

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**About Ernst & Young's Human Capital services**

In today’s market, people make the difference between success and failure. As your organization grows, getting the right people in the right place when you need them is what gives you competitive advantage. Our Human Capital team advises many of the world’s largest global employers – as well as those just venturing into their first foreign country.

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**Contact information**

For more information on Global Equity services from Ernst & Young, please visit us online at www.ey.com/humancapital, or contact your local Ernst & Young Human Capital professional or, alternatively, our GSA Global Equity Practice Leader:

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