


dhpg

International
staff assignments.
In good hands
worldwide.



Global

INDEPENDENT
NETWORK MEMBER



"The reasons for employees completing assignments abroad have become more diverse in recent years. Their own career planning or incentives for high potentials are additional possible triggers."

International staff assignments – an issue with an increasingly broad impact

The German economy hinges to a large extent on foreign trade. Almost one in four jobs in Germany rely on exports. Depending on their development and strategic direction, companies will have varying degrees of experience in preparing and carrying out foreign assignments for their employees.

For a company and the employees designated for an assignment, foreign assignments raise legal issues relating to tax, employment and social security. The employment contract needs to be changed, it needs to be established which country will tax the income in the future and, last but not least, how the employee will be covered by social insurance.

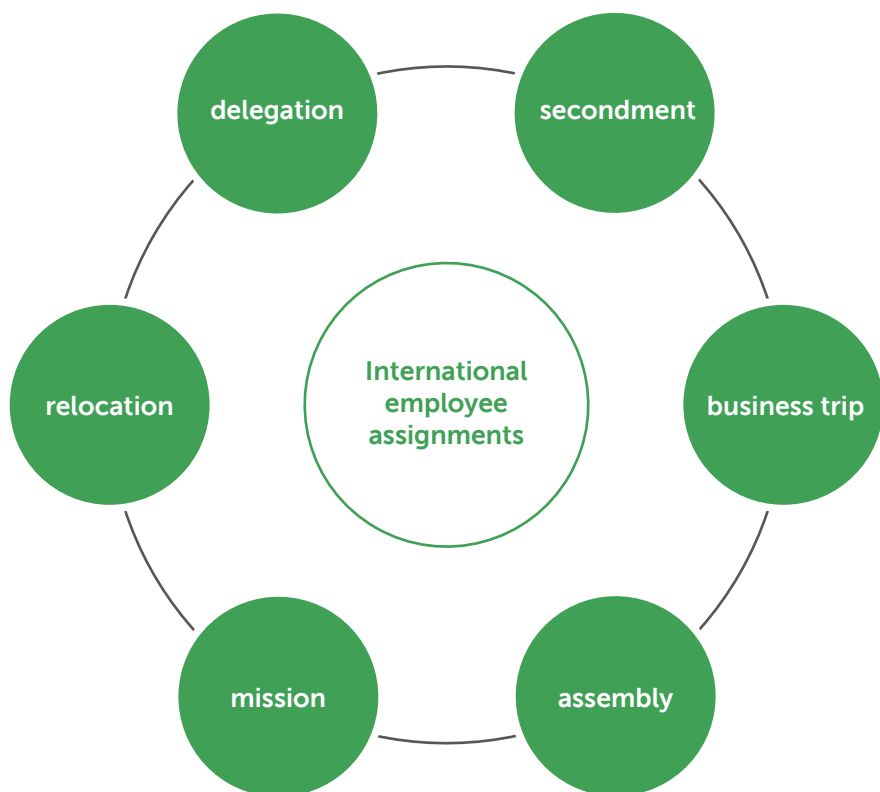
With dhpG at your side, you have a partner well versed in all the relevant topics and who can take care of them from one single source, shored up by robust cooperation partners. As a member of CLA Global Limited (CLA Global), a leading network for independent accounting and advisory firms, we are represented in more than 100 countries worldwide and so ideally positioned to serve you.

But dhpG is not just a member of CLA Global. In tandem with our network CROSS GLOBE, we support companies posting their employees abroad on all security matters, insurance selection, visa issues, intercultural preparation, relocation and the search for accommodation as well as schooling matters.

So that you and your employees feel completely taken care of.

Assignments abroad at a glance

The term assignment means (a person, a department or a site) taking up an activity in a country other than the Federal Republic of Germany upon the instruction of an employer resident in Germany. The chart shows different types and categories of assignments.



Our services at a glance.

Expertise in tax, labor and social security law

- / Exit-/Entry interviews in the home and host country in the run up to the assignment abroad
- / Drafting employment and assignment contracts optimized in terms of tax, social security and labor law
- / Preparing income tax returns in the home country and the host country and tax equalization calculations
- / Advice in the event of termination of employment relationship during an assignment
- / Application for the employee and their relatives to remain in the social security system of the home country
- / Checking the special provisions relating to US citizens (e.g. tax liability, FBAR, FATCA, amnesty program)
- / Payroll services

Services in tandem with our partner CROSS Globe

- / Personnel consultancy
- / Visa and residency law, entry regulations
- / Crisis management and security advisory
- / Risk management and insurance Relocation and accommodation search
- / Schooling for employees' children
- / Intercultural training

We guide you through the process personally to maximize your benefits.

Before the assignment

Foreign
assignmentAfter the
assignment

Possible assignment process

Getting to know you	Preparation	Execution	Return
We take stock of your wishes and your personal situation	We identify possible courses of action for tax and social security optimization	Ongoing support in all matters concerning / payroll / tax / social insurance	Winding up the period abroad We take of correspondence with the institutions / Finalizing your tax declaration / Correspondence with social insurance institutions
Provision of country-specific information and on the legal conditions applicable in the assignment country	Exit/entry interview with employees Is further support required? / Visa / Insurance Relocation and accommodation search / Schooling support	We take care of your tax return and any correspondence with the social security institutions	



Download
Staff Questionnaire

With dhpG at your side

- ／ You receive sound advice on all matters related to international employee assignments. Whether you are a company representative, or an employee starting an assignment.
- ／ You have a dedicated and experienced contact for all your needs. In the run-up to the assignment, during your time abroad and afterwards, too.
- ／ And with our partner CROSS GLOBE, issues like relocation, accommodation, schooling, etc. are no longer an issue.

Introducing our team

Harness the knowledge of an interdisciplinary team of certified public accountants, certified tax advisers, expert consultants in international tax law as well as pay and social security experts that takes action for you flexibly and in line with your needs. We look forward to touching base.



Professor Dr. Norbert Neu

is a certified public accountant, tax adviser and senior partner at dhpG. He is specialized in advising SMEs, in particular on matters of national and international corporate tax law. His special expertise is tax consultancy for international staff assignments.



Marko Müller

is a certified public accountant, tax adviser and senior partner at dhpG. His specialization includes advising companies with international operations, in particular on the assignment of employees abroad.



Björn Spilles

is a certified tax adviser and partner at dhpG. As an expert consultant on international tax law, he advises companies with international operations and private individuals on all tax and social security issues relating to the assignment of staff abroad.



Sarah Müngersdorff

is a certified tax adviser and partner at dhpG. She specializes in advising private individuals and companies on all tax and social security issues relating to the worldwide assignments of employees.



Wilma Koch

is a certified tax adviser at dhpG and works in the area of employee assignment tax services. As an expert consultant on international tax law, she advises companies with international operations and their employees, in particular in the field of worldwide assignments.



Sonja Schubert

is a certified tax adviser at dhpG. Her main focus is international tax law, including in particular advice relating to the assignment of staff abroad.



Mike Dreßen

is a certified tax adviser at dhpG. His main focus is advising companies and their employees on all tax and social security issues relating to the international assignments of employees.



Jasmin Böhmer

is a certified tax adviser at dhpg. In addition to income tax, wage tax and social security law, her areas of expertise also include international tax law. She specializes in advising companies and their employees on matters relating to employee assignments and wage tax and social security law in this context.



Patrick Könsgen

is a tax consultant at dhpg. His main focus is on advising medium-sized companies and private individuals on all tax and social security issues. In addition, he also focuses on advising on all issues relating to the posting of employees and cross-border activities. Furthermore, income tax law is one of his areas of expertise.



Astrid Zuleger

is a health insurance management expert at dhpg. In the field of employee assignments, she takes care of the social security aspects that have to be clarified when employees and their family members are sent abroad - for expats and impats alike.



Nicole Masbach

is an audit assistant at dhpg and works in the field of employee assignment. Her responsibilities include preparing and coordinating income tax returns of employees deployed abroad.

Where to find us

Our offices in Germany

Bonn

Aachen

Bamberg

Berlin

Bornheim

Ebern

Euskirchen

Frankfurt am Main

Gummersbach

Köln

Krefeld

Landshut

Mönchengladbach

Nürnberg

Stuttgart

Trier

Wiesbaden

Further details about our locations can be found at **locations.dhpg.de**

International collaboration



Global

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