

Remaining up-to-date with changing tax regulations is a formidable task for companies deploying talent across countries or between continents. And the operational risks and penalties of non-compliance have never been heavier.

For these companies, Weichert Workforce Mobility Inc., one of the world's leading relocation and assignment management companies, offers something revolutionary: our industry's first-ever wholly-owned, independent tax services firm, Weichert Mobility Tax Services Inc. (WMTS).

About WMTS

WMTS provides relocation/expatriate tax preparation and advisory services that help companies and mobile employees navigate the most complex tax situations, relieving the stress that these employees often encounter preparing their taxes while strengthening corporate compliance and risk mitigation.

Best of all, WMTS' services can be seamlessly integrated through Weichert Workforce Mobility, offering an efficient way to manage the mobility, tax, compensation and expense management components of employees' international moves through a single, secure point of accountability.

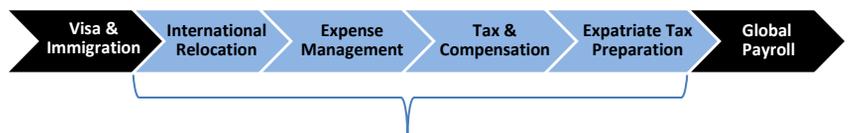
Additionally, WMTS is an Independent Member of the BDO Alliance USA, a nationwide association of independently-owned local and regional accounting, consulting and service firms. Through this Alliance, we are able to provide access to the resources and people of BDO USA, LLP and the global BDO network.

What WMTS Offers You

Leveraging the experience and resources of one of the world's leading workforce mobility companies and the world's fifth largest tax and accounting network, we offer a significant value proposition and a number of key benefits:

- **Lower Total Cost of Ownership (TCO):** WMTS delivers Big 4-caliber services without the billable hours or out-of-scope fees that make engaging Big 4 firms so expensive.
- **Greater Client & Customer Satisfaction:** As our company was built on the foundation of Weichert Workforce Mobility's Balanced Scorecard culture, you and your employees can be assured of an attentive, responsive and trusted strategic partner, relentlessly focused on performance metrics and service satisfaction.
- **Superior Risk Management & Compliance:** WMTS is staffed by highly-specialized US tax professionals with Big 4 experience, singularly focused on relocation and expatriate tax. Additionally, Weichert's role as pay master and data host enables seamless, accurate and timely statutory reporting and multi-jurisdictional compliance.
- **Holistic End-to-End Accountability:** A single, integrated supplier solution eliminates the need to manage multiple vendors and mitigates the risks associated with sharing confidential data.

Optimizing The Workforce Mobility Sourcing Paradigm



Weichert is the industry's only provider to directly offer services in these 4 critical areas, allowing you to optimize the sourcing and management of mobility services through *one* company.

KEY QUESTIONS

- Are you and/or your assignees experiencing inconsistent service delivery and response times from your current tax provider?
- Are you being charged excessive out of scope fees for standard or non-standard global tax services?
- Are you able to effectively manage and budget the global tax costs and tax service fees of your global mobility program?
- Would you prefer a more streamlined and integrated approach to vendor management within your global mobility program?
- Are you actively mitigating the risks associated with extended business travelers?

WMTS serves as the US tax compliance office for our clients as well as global coordination office and engagement owner with full accountability. In this role, we are supported by International BDO Member Firms to handle all non-US tax and advisory matters. Our streamlined end-to-end service delivery model includes providing tax services in country without off-shoring.

With this important Alliance relationship, we are focused on helping clients:

- Achieve global tax compliance
- Advance your global business and workforce strategies through execution
- Participate in and improve your assignee's satisfaction with his or her transfer
- Quantify and contain the costs of your employee mobility program
- Stay educated on regulatory, technical and economic developments that may affect your business
- Identify on-going cost-saving opportunities

Our Service Scope

Our suite of expatriate tax and compliance capabilities includes (but is not limited to):

- U.S. Federal & State Tax Returns
- U.S. (Federal or State) Extensions
- U.S. Estimated Payment Vouchers
- U.S. W-4 Calculations or Form 673 Coordination & Completion
- Tax Equalization Calculations (Globally)
- Foreign (Non-U.S.) Tax Returns
- Monthly Non-U.S. Tax Filings
- Foreign Bank Account Forms (U.S.)
- Home or Host Tax Briefings (Globally)
- Hypothetical Tax Calculations (Globally)
- Gross-Up Calculations (Globally)
- Individual Taxpayer Identification Number (ITIN) Applications
- Amended Tax Returns
- Provincial/Local Tax Returns (Globally)
- Certificate of Coverage/E101 Applications (Globally)
- Non-U.S. Arrival and Departure Forms (Globally)
- Tax Authority Inquiries and Audits (Globally)



About Weichert Mobility Tax Services Inc.: Weichert Mobility Tax Services Inc. is a wholly-owned subsidiary of Weichert Workforce Mobility Inc., offering clients mobility tax services compliance and advisory support both domestically and internationally through the global BDO network. For more information, contact Matthew Pascual at mpascual@wmtstax.com.

About BDO Alliance USA: We are an independent member of the BDO Alliance USA, a nationwide association of independently owned local and regional accounting, consulting and service firms with similar client service goals. The BDO Alliance USA presents an opportunity for firms to expand services to clients without jeopardizing our existing relationships or our autonomy by accessing the resources of BDO USA, LLP and other Alliance members. The BDO Alliance USA was developed to provide Member firms with an alternative strategy for gaining competitive advantage in the face of a changing business landscape. The Alliance represents an opportunity for BDO to enhance relationships with reputable firms that share a mutual business understanding. The BDO Alliance USA is a subsidiary of BDO USA, LLP, a Delaware limited liability partnership.