



WEBINAR

NAVIGATE BUSINESS & TAX CONSIDERATIONS FOR **OPERATING** IN THE U.S.

BGBC

STRENGTH IN NUMBERS

trinet⁷ **NAVIGATING HR, PAYROLL
& EMPLOYMENT MATTERS**

WEDNESDAY, OCTOBER 30

PRESENTED BY:

DAVID A. RICHARDT, BGBC ADVISORY

ERIC CANTZ, TRINET

MARKO SALONEN, TRINET



ABOUT BGBC



Over 30 Years of Exceptional Client Service



Founding Member of the BDO Alliance USA Program



Serving Finnish Clients for Over 25 Years



Nearly 75 Team Members Strong



Named One of Central Indiana's Top Workplaces for 7 Consecutive Years



MEET YOUR PRESENTERS



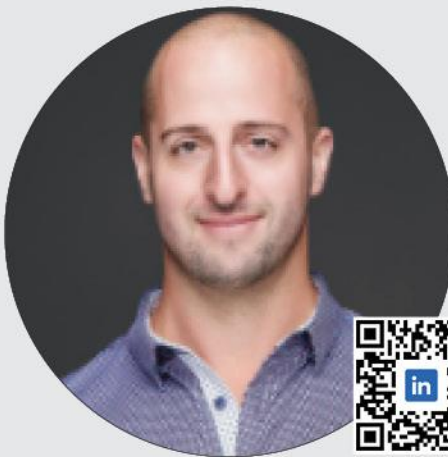
STRENGTH IN NUMBERS



DAVID A. RICHARDT, CPA
PARTNER
BGBC ADVISORY, LLC



SULLIVAN & WORCESTER



ERIC CANTZ
TECHNOLOGY SALES CONSULTANT
TRINET



MARKO SALONEN
SALES CONSULTANT
TRINET



HR & PAYROLL CONSIDERATIONS FROM AN ACCOUNTANTS POINT OF VIEW



EMPLOYEE BENEFITS

STANDARD BENEFITS INCLUDE:

- ▶ Health Insurance (Partially Paid by Employer)
- ▶ PTO
- ▶ 401(K) (Retirement Plan)
- ▶ Life Insurance
- ▶ Paid Holidays
- ▶ Family Leave/Sick Leave



Because these benefits are not easily obtained or economical for a small employer, they are often obtained through use of a PEO (Professional Employer Organization)

EMPLOYEE BENEFITS

THE FOLLOWING MAY TAXABLE TO THE EMPLOYEE:

- ▶ Individual Health Insurance Reimbursement
- ▶ Employer Provided or Paid Housing
 - Landlord Requirements
- ▶ Automobile Allowance
- ▶ Gym Memberships & Other Perks/Reimbursements
- ▶ Stock Options/RSUs



Because these benefits are not easily obtained or economical for a small employer, they are often obtained through use of a PEO (Professional Employer Organization)

INDIVIDUAL FILING CONSIDERATIONS

FOREIGN EMPLOYEE TRANSFERS

U.S. PAYROLL

- ▶ U.S. Employees Under U.S. Entity Payroll
 - Proper Withholdings
 - Alleviates Big Payments Due
- ▶ VISA Application Process & Assistance
- ▶ Structure of Employment Agreement
- ▶ Existing Options & Vesting Schedule/Taxation
- ▶ Other Taxable Benefits



INDIVIDUAL FILING CONSIDERATIONS

FOREIGN EMPLOYEE TRANSFERS

U.S. TAX RETURN FILINGS & TAXES PAID BY COMPANY

- ▶ Companies Can Cover Costs for Taxes & Tax Filing Costs
- ▶ Gross-up Calculations & Proper Withholdings

Payroll Ac

5307.75
250.00
4500.00

PAYROLL & HR

FROM AN ACCOUNTANTS POINT OF VIEW

- ▶ Understanding Compliance Complexity
- ▶ Scalability and Flexibility
- ▶ Time and Resource Efficiency
- ▶ Benefit Competitive Advantage
- ▶ Risk Mitigation

Working with a CPA as you enter the market and grow can help make sure you are finding the right connections and resources for your company to make informed decisions.





UNDERSTANDING YOUR HR OPTIONS

Eric Cantz, TriNet Consultant

Marko Salonen, TriNet Consultant



THE
PEOPLE
EDGE

DISCLAIMER

This presentation is for educational purposes only. TriNet provides its clients with legally compliant HR guidance and best practices. TriNet does not provide legal, tax or accounting advice.

Hiring

Top Considerations When Hiring

- Recruiting
- Benefits Offering
- Compliance
- Company Policies
- Onboarding



Understanding Your HR Options

TOPICS

- 1.** What HR solution options are available
- 2.** What you need to know before you decide
- 3.** Picking the right HR option for you

WHAT HR SOLUTION OPTIONS ARE AVAILABLE

Option 1: Running the HR Function In-House

WHAT THAT MEANS

Companies with a dedicated HR team or someone wearing multiple hats and taking on the HR duties as one of them.

- Staffed to handle level of complexity
- Typically rely on technology to enhance their processes



Option 2: Outsource HR Services

WHAT THAT MEANS

Third-party staffing supports HR administration and provides a level of expertise.

For example:

- An outsourced payroll manager
- An outsourced HR manager
- Tax-filing assistance
- HR and Payroll auditing



Option 3: Working with a PEO

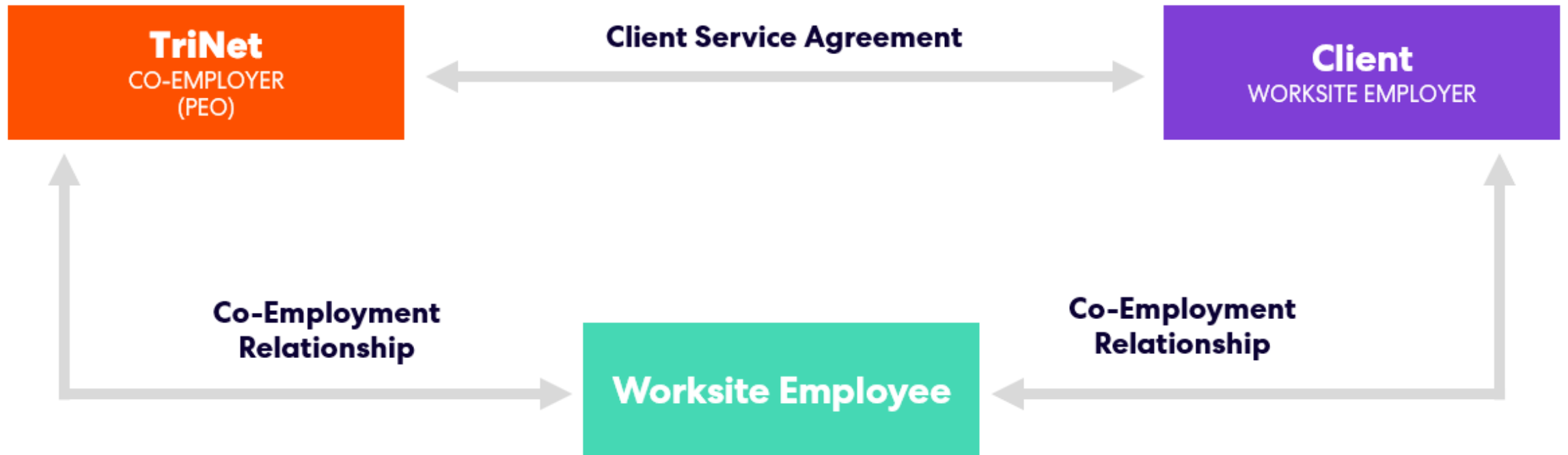
WHAT THAT MEANS

Full-service HR solution that covers the employee lifecycle, from hiring to off-boarding

- A professional employer organization (PEO) is a single vendor solution for:
 - Payroll
 - Access to sponsored benefits
 - Risk Mitigation
 - HR administration and guidance
 - HR technology
 - Company enters into a co-employment relationship



Understanding the PEO Relationship



WHAT YOU NEED TO KNOW BEFORE YOU DECIDE

THE PEOPLE EDGE

HR Function In-House

ADVANTAGES



Control



**Technology
Enhanced Process**



Strategic

DISADVANTAGES



Resource Intensive



Time Intensive

Outsource HR Services

ADVANTAGES



Scalability



Flexibility



Time Savings

DISADVANTAGES



Less Control



Less Strategic

PEO to Help Run HR Function

ADVANTAGES

DISADVANTAGES



Time Savings



HR Expertise



**Excessive for
Some Companies**



Range of Benefits



Risk Mitigation



Customization



**Monetary
Savings / Costs**

What option is right for you?

Running The HR Function In-House

Ideal for:

- The smallest companies with low HR complexity
- Larger companies with complexity and highly specialized needs

Outsourced HR Services

Ideal for:

- Small and medium sized businesses that want control, but need more resources to help with day-to-day administration

PEO to Help Run HR Function

Ideal for:

- Small and medium size businesses that are looking to scale and grow their business
- Businesses that want to reduce risk by relying on a co-employment model

PICKING THE RIGHT HR OPTIONS FOR YOU

THE
PEOPLE
EDGE

Asking the Right Questions

HOW TO PICK THE SOLUTION FOR YOU

- Do I find myself needing HR expertise or burdened by HR administration?
- Am I looking to grow my business into multiple states or cities?
- Is attracting and retaining talent a high priority?
- Is developing employees a top priority?
- Do I want my employees to have access to benefits similar to large companies?



Picking the Right Solution



Find An Established Partner

Accreditations



Collect References

Client Reviews



Quality Products / Services

Business Needs Match



Relevant Expertise

Industry / Geography Match



Know the Charged Rates

Flat Fee or Percentage



Transition Time

Setup Process / Implementation

THANK YOU

▶ WEBINAR JOIN US FOR OUR NEXT FREE SESSION

NAVIGATE BUSINESS &
TAX CONSIDERATIONS FOR

OPERATING IN THE U.S.



NOVEMBER 13



3:00 PM EET
8:00 AM EST

REGISTER NOW



SESSION 3
**U.S. INCOME TAX
ESSENTIALS**



BRENT M. HOLMAN, CPA
PARTNER
BGBC ADVISORY



TYLER J. BARTON
MANAGER
BGBC ADVISORY