

# BDO's Global Employer Services Practice

The professionals in our Global Employer Services Practice are dedicated to helping companies achieve their business and financial goals by effectively managing their most important asset — *their people*.



**ANDREW GIBSON**, Global Employer Services Leader  
404-979-7106 / agibson@bdo.com

## COMPENSATION AND BENEFITS SERVICES



**ALEX LIFSON**, Compensation and Benefits Services Leader  
617-239-7009 / alifson@bdo.com



**DONNA CHAMBERLAIN**, Global Expatriate Services Leader  
704-887-4218 / dchamberlain@bdo.com

### Retirement Plan Design and Administration

Providing comprehensive design for qualified retirement, defined benefit, and defined contribution plans—helping with all compliance requirements including annual non-discrimination testing, information returns, and distribution and loan tax planning for qualified plans and IRAs.



**KIM FLETT**, Managing Director  
234-466-4068 / kflett@bdo.com

### Executive Tax Consulting

Tax consulting for nonqualified deferred compensation plans, stock options and other equity-based plans, golden parachute issues, transfer of partnership interests, and review for IRC 409A compliance.



**ALEX LIFSON**, Partner  
617-239-7009 / alifson@bdo.com

### Global Payroll Services

Providing companies preliminary payroll review and recommendation, implementation, assignment benefit and compensation gathering, and compensation worksheets to reconcile and U.S. and foreign payrolls.



**RONII RIZZO**, Managing Director  
704-887-4266 / rrizzo@bdo.com

### Expatriate Tax Services

Working with multinational companies to minimize tax burdens and compliance risk while providing integrated services and essential tools, such as our business travelers tracking application to enable seamless global and domestic employee transitions.



**MESA HODSON**, Principal  
713-561-6508 / mhodson@bdo.com

### Qualified Plan Consulting

Collaborating with a company's internal teams to design and operate strategic compensation and benefit programs that support their organizational short- and long-term business goals.



**NORMA SHARARA**, Managing Director  
703-770-6371 / nsharara@bdo.com

### Compensation Consulting

Providing total compensation program design and benchmarking, long-term incentive strategy development, Board briefings and support on the executive compensation regulatory environment, preparation of executive compensation disclosures, and performance management.



**TOM ZIEMBA**, Managing Director  
312-233-1888 / tziemba@bdo.com

### Employment Tax Services

Identifying and implementing reductions in current and future employment tax burden and exposures, and taking advantage of federal, state, and local opportunities to recover overpayments from previous years.



**PAUL CHEUNG**, Managing Director  
312-239-9279 / pcheung@bdo.com

### Global Mobility Consulting

Developing strategies with a company's stakeholders to determine key objectives and create or modify a Global Mobility Program to meet these objectives through enhanced assignee selection criteria, policy design, repatriation strategies, cost analysis, market analysis, and effective communication.



**BRAD VELTKAMP**, Managing Director  
704-887-4107 / bveltkamp@bdo.com

### ESOP Advisory Services

Helping companies evaluate and transition to a shared ownership with employees. ESOPs are one of the most tax-advantaged mechanisms for business owners who are looking for liquidity for part or all of their business, while maintaining a legacy for valued employees.



**JAMES POWERS**, Managing Director  
404-979-7169 / jpowers@bdo.com

### Compensation Surveys

Delivering valuable insights and benchmarking data that can be used to design industry-specific and data-driven compensation programs.



**JUDY CANAVAN**, Managing Director  
215-636-5635 / jcanavan@bdo.com

### Global Equity Services

Helping employers around the globe minimize tax burdens and compliance risk through BDO's international network and tools like our BDO Compensation Tax Withholding Solution and Global Equity Rewards Matrix.



**JOE PANCAMO**, Managing Director  
312-233-1840 / jpancamo@bdo.com

### Global Retirement Planning

Delivering retirement plan design and operation for companies expanding into the U.S., including totalization agreement analysis, pension benefit planning, and equalization across borders to avoid duplicate taxation of distributions and optimization of benefits.



**ELLYN BESS**, Partner  
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