



## Corporate initiative to minimize U.S. estate tax risks for European managers

We believe it is good corporate governance for a firm to inform its European executives, managers and employees that when receiving equity compensation they are exposed to U.S. estate taxes.

This initiative focuses on solving the U.S. estate tax risks that European recipients of equity compensation are exposed to.

### Step 1: Corporate presentation

- Presentation of current legislation and tax treaties.
- Their impact on ownership of company and other U.S. based assets.
- Discussion on double estate taxes and presentation of related documents.

#### Objective:

- Inform and educate recipients about current status of double estate tax risks.
- Distribute a post-meeting participation form to the audience in order to determine status of exposure.
- Handle the liability issue: The participation form will certify that the recipients have been informed of the risks.

### Step 2: Estate planning session

- Meet with selected recipients in a one to one session.
- Profile their current status and present appropriate solutions and services.
- Provide introductory wealth and estate management information.
- Answer any personal questions they may have on company option and ESPP plans.

#### Objective:

- Profile each recipient and provide available solutions in order to minimize the risks of double taxation.
- Inform them on estate planning and wealth management.

### Step 3: Implementation of Estate and Wealth management solutions

- This step is the actual implementation of estate and wealth management for individual recipients.
- Assist them with the transfer of assets from current account structure to the new setup.
- Coordinate the work with our partner banks, trust fiduciaries and lawyers.

#### Objective:

- Put in place a complete legal and financial structure.