

## Deloitte Tax LLP looks at global talent mobility and tax-effective compensation strategies

New articles from Deloitte Tax LLP discuss how to manage global talent mobility and evaluate tax-effective compensation strategies.

### Planning for 2025: Navigating global talent mobility in shifting times

In a world where talent knows no borders, the ability to attract and retain top global talent is critical to a company's success. The results of the 2024 US election present new dimensions for organizations to navigate relating to the movement of their workforce across borders, from hiring to relocation, and compliance with evolving tax and immigration laws.

This article provides a perspective on the strategic considerations that organizations can address now to manage global talent mobility more effectively, taking steps so they remain competitive while supporting the human experience through potential policy shifts.

**URL:** <https://www2.deloitte.com/content/dam/Deloitte/us/Documents/Tax/path-to-january-global-talent-mobility-in-a-shifting-landscape.pdf>

### Planning for 2025 and beyond: Navigating rewards in shifting times

The ability to attract and retain top talent is critical to an employer's success, and tax-effective compensation strategies and offerings help enhance the returns employers may obtain on their reward investment. Several potential tax changes are on the horizon and may impact the mix of compensatory offerings for an employer's workforce, including the imminent scheduled expiration of many provisions of the Tax Cuts and Jobs Act of 2017 (P.L. 115-97) as well as President Donald Trump's tax policy preferences, as revealed in comments during the campaign. The items that follow in the article contemplate the path that a Trump administration may take in key tax areas for employers.

**URL:** <https://www.congress.gov/115/plaws/publ97/PLAW-115publ97.pdf>

This article provides a perspective on the strategic considerations that employers may begin to evaluate now so that they can model potential outcomes and plan to take swift action to keep rewards offerings competitive if these areas develop into fully-framed legislation that is ultimately approved by Congress.

**URL:** <https://www2.deloitte.com/content/dam/Deloitte/us/Documents/Tax/planning-for-2025-and-beyond-navigating-rewards.pdf>

— Steven Grodnitzky  
Tax Policy Group  
Deloitte Tax LLP

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