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Joint Tax Research Paper Released by Orion Mobility and Global HR News

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Ed Cohen, Publisher & Editor of *GlobalHR News*, and John L. Heithaus, CCO of Orion Mobility, have announced the release of their first collaborative industry research paper on the fast growing trend of temporary assignments (also known as "stealth relocations") and how to maintain tax compliance with this complex situation.

What image of comes to mind when you hear the term "stealth relocation"? The witness protection program? Or how the CIA relocates people these days? In reality, however, the term applies to corporate employees that are classified as being on a "temporary assignment" when, in the eyes of the IRS, they have actually fully relocated to the new area. And, with this ambiguous determination comes a raft of tax implications and exposure to unbudgeted costs.

David Oltman, Orion Mobility's president, recalls that this was THE "hot topic" of the company's annual relocation seminar for corporate tax and payroll professionals last September. "Just about every Q&A session had an inquiry from the attendees on this topic," said Oltman. "We thought it was advisable, then, to do some in depth industry research and come up with the White Paper."

Shortly thereafter, while presenting at the *GlobalHR News* London Conference last November, Heithaus met with Cohen to discuss areas of mutual interest. The topic of the White Paper came up and they pair realized that *GlobalHR News* also had a wealth of information on this very subject. The two companies then created an alliance to research draft and finalize the document. In addition to Cohen and Oltman, the article features two other Orion Mobility executives, Peter Fonseca and Quentin Hormel.

"This initiative represents a new method of educating our readers located globally," said Ed Cohen. In addition to writing about the White Paper in *GlobalHR News*, globalhrnews.com will also feature it. "I learned from working with Orion Mobility on this project, I enjoyed it and look forward to other topics on which we can collaborate."

Adds Oltman, "Our goal is to provide up-to-date tax compliance information to corporate managers involved with HR, Payroll, Tax and Relocation because they are charged with accountability for risk and cost management. This White Paper serves to educate and inform on this critical issue and we urge relocation professionals to get updated on this topic immediately."

The White Paper is available for free download at the Client Service Center of www.orionmobility.com.