



Enabling a future-ready global talent management team

Global Mobility Services



KPMG's global mobility technology and Powered HR enabled by Workday Human Capital Management enables the workplace of the future.

KPMG LINK Work Force and Powered HR enabled by Workday HCM

KPMG LINK Work Force and Powered HR enabled by Workday HCM help companies manage their mobile population through an integrated solution. With this solution, companies can mitigate risk, reduce costs, and improve employee satisfaction including traditional moves and assignments, business travelers, and remote/hybrid employees. Our unified solution takes layers of complexity out of organizations' mobility and talent programs.

Talent mobility management is a complex process KPMG's solution provides preconfigured interfaces so that companies can easily plug Workday HCM into KPMG LINK Work Force (KPMG LINK), KPMG's proprietary technology designed to help manage a mobile, hybrid, and remote workforce. Powered HR enabled by Workday HCM is an outcome driven business transformation solution that combines deep industry knowledge, global delivery capability and cloud technology. By utilizing KPMG LINK and Powered HR, organizations can get the specialized functionality they need to gain Workday mobility management options, including:

- An end-to-end technology-enabled process to manage flexible and remote employee populations.
- Additional demographic fields unique to assignments such as dependent information, including whether or not they are accompanying the employee on the assignment or attending school, as these factors will drive allowance calculations
- Intuitive, easy-to-use employee tracking technology at a granular level
- Logic or engine to drive allowance and tax calculations, which are necessary for international assignments
 - Cost estimates for the potential assignment, which are heavily driven by the cost of allowances and taxes in the host country and perhaps incorporate hypo tax deductions from the home country
 - Ongoing allowance calculations, which usually include hypo tax calculations and allowance calculations for items such as housing, cost of living, etc.
 - Ability to identify taxability of compensation made to or on behalf of employees traveling or living outside their home location
- Tax logic for global incentive compensation reporting and withholding calculations.



KPMG LINK complements Workday

KPMG LINK handles data elements unique to assignments, moves or flexible work arrangements such as home and host address, or employment state and remote state, and stores data such as job detail or dependent information both by employee, as well as by assignment. The concept of home and host as referenced by an assignment from a home location to a host location is integral to the system so that companies can manage data beyond that which is generally handled by a standard HCM system. Furthermore, the global tax logic required to power the calculations for assignment cost modeling or ongoing compensation package instructions is a core competency of KPMG LINK.

KPMG LINK augments Workday HCM to include demographics management, cost modeling for new assignments, automated compensation package calculations, and the ability to collect and report on total assignment costs. Some potential benefits include the ability to:

- Initiate cost projections from Workday using KPMG LINK for budgeting and accruals management
- Manage assignment balance sheets with up-to-date data from Workday in KPMG LINK
- Automate payroll instructions from KPMG LINK to Workday or other payroll systems
- Import actual pay data from Workday and/or other payroll(s) to KPMG LINK for total compensation reporting
- Calculate global incentive compensation reporting and withholding requirements for payroll.

Going beyond technology

KPMG's cross-functional engagement teams bring the necessary expertise to assist with the implementation of Workday solutions. During implementation, KPMG's global mobility specialists will aid in configuring payroll settings to allow for a more automated and employee-centric process. Examples include:

- Payroll code mapping and advisory
- Configuration for purposes of tracking employment state versus resident state versus remote work state

To learn more about KPMG's global mobility technology, please contact one of the individuals listed below or send an email to us-taxgsmstechsupport@kpmg.com.

Anna Wheeler

Principal

T: 704-371-5241

E: avolinkaty@kpmg.com

Demetri Mahramas

Principal

T: 412-232-1637

E: dmahramas@kpmg.com



About Workday

Workday offers enterprise level software solutions for financial management, human resources, and planning.

About KPMG LINK Work Force

KPMG LINK Work Force helps companies streamline the management of a globally mobile workforce.



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