



# KPMG and ADP's Global Mobility Services offering

**Help lower the risk associated with international HR programs**

Your customers operate around the globe, your employees hail from six continents, and many of your executives pay taxes in multiple countries. You are an active part of a dynamic global economy—with shifting technology, laws, and market forces that transform how multinational enterprises (MNEs) handle human resources (HR), finance, immigration, tax, and payroll strategies. This rapid change brings risk, exposure, and pressure to global organizations with employees that work or live in different countries throughout the year.

To compete effectively, your organization must adjust how it manages global mobility, compensation, and tax compliance to reduce risk and exploit long-term cost and time efficiencies. International HR teams cannot afford complacency in the fiercely competitive world where speed, transparency, reputation, and customer experience are paramount. Your mobility employees are often the most talented and highly valued individuals in your workforce. Being able to provide proper support for their tax and compliance needs is a critical part of the employee experience, making it key to allow them to focus on the assignments and improve retention in the long run.

## **Find a better way to manage your dispersed workforce**

HR teams managing global, mobile employees face a myriad of rules associated with compensation, global tax, and payroll withholding. To minimize the financial risk and regulatory exposure associated with a dispersed, international workforce, organizations are looking to:

- Govern global expatriate programs efficiently and holistically to deliver a better experience
- Build sustainable international assignee programs based on streamlined workflows and technology
- Process and execute payroll and calculate accruals on an accurate and timely basis for every employee—regardless of where they work
- Gather accurate data about global travel from disparate systems to improve reporting and analysis
- Comply with regulatory authorities in multiple countries.

The changing global environment certainly introduces new risks—but instead of treating them as a threat, consider them an opportunity to become more competitive. Streamlining and automating your MNE's current mobility processes and procedures helps free time to focus on core business priorities.

**KPMG and ADP can help.** Our joint Global Mobility Services offering helps you reduce corporate exposure, generate tax savings, streamline business processes, comply with tax regulations, and improve tracking and reporting for expatriate travel—all while reducing compliance risks and improving employee satisfaction.

## Make HR a strategic pillar with KPMG

KPMG's Global Mobility Services practice provides tax, technology, immigration, and expatriate administration services to help make managing your global workforce easier, safer, and more efficient. Whether you are expanding to a new location, acquiring a company in another country, or just streamlining processes to manage your existing global workforce, KPMG's Global Mobility specialists can support you. With more than 40 years' experience working in all corners of the globe, KPMG's diverse, experienced teams deliver personal service on a global scale that aligns with a business-first agenda.

In addition to global mobility services, technology from KPMG can streamline and simplify international assignment program management. From assignment structuring to global payroll and tax compliance, LINK Enterprise Assignment Manager (LINK Enterprise) helps clients reduce time to administer their assignment program and provides management reporting and mobility data and analytics. Within the joint Global Mobility Services offering, KPMG professionals configure LINK Enterprise to send and receive content into ADP's Global Payroll solutions, part of the ADP GlobalView Human Capital Management (HCM) suite.

## Simplify the complexity of managing a global workforce with ADP

ADP GlobalView HCM delivers flexible, integrated HCM technology and deep, local expertise to help develop, support, and measure your HR strategies so your global organization can quickly respond to changing workforce dynamics. Specifically, the platform offers:



### Payroll services



### Talent management



### HR management



### Benefits administration



### Time and labor management



### Global HCM analytics

The platform provides actionable insight into your global workforce, including trends and analytics. It is an integrated hub of knowledge, insight, and content to holistically manage global expatriates. By implementing ADP's unified, decision-based, and knowledge-based HCM platform, you can introduce new efficiencies to sustain essential growth and ramp up new projects.

## If you answer "no" to any of the following questions, the KPMG and ADP Global Mobility Services solution may be right for you:

- Does your global organization have the administrative infrastructure, knowledge, and resources to manage the potential tax exposures of a mobile workforce?
- Can you conduct international and domestic payroll planning, payroll delivery, or other tax planning and compliance?
- Do you have established processes for planning, budgeting, and forecasting for international assignments?
- Can you report on key metrics for the assignment management process?
- Are all your annual wage statements (i.e., W2 in the United States or P60 in the United Kingdom) for your globally mobile workforce correct?
- Do you have consistent global policies or processes?
- Can you easily capture expatriate data, analyze the cost of new assignments, or track the employee movements?
- Are all your international assignees satisfied with their assignment experience?

### An impactful global mobility services solution

When collaborating with MNEs, professionals in KPMG's Global Mobility Services first evaluate and assess current processes then develop a strategy and design a solution. KPMG's services can help you address issues, such as global mobility transformation, compensation, international assignment tax and compliance, international payroll, and travel risk mitigation. Next, ADP and KPMG jointly implement and optimize the technology—ADP GlobalView HCM and LINK Enterprise—to help ensure the final solution meets your business goals of reducing risk exposure and lowering costs.

#### KPMG and ADP's joint solution helps deliver the following potential benefits:

- **Improve the financial management of your mobility program**—including cost models for expatriate assignment.
- **Understand the performance of international assignee programs** by storing program demographics in a secure repository integrated with the payroll system for accurate reports.
- **Gain visibility and transparency** on expatriate travel to minimize risk and exposure—thereby enhancing compliance with tax regulatory authorities.

- **Save time and money** with robust workflows and an integrated system for accessing payroll data on expatriates.
- **Improve after-tax earnings** by more efficiently managing the tax compliance aspects of your program.
- **Save time, eliminate redundant reporting, and reduce risk** by interfacing with ADP GlobalView HCM to improve visibility of key tax and expatriate data.
- **Deliver “peace of mind” for your globally mobile employees.**

You operate in an evolving global environment with changing laws, regulations, employee expectations, and market forces. Using leading technology and know-how, KPMG and ADP can help you effectively manage that change by finding solutions to help minimize your risk exposure, to help ensure compliance with regulatory requirements, introduce cost-saving efficiencies, govern global expatriate programs, and make HR a strategic pillar.

## KPMG and ADP: Coming together to empower international HR

The scale and scope of KPMG's knowledge span the world, with diverse, experienced teams working closely to provide personal service on a global scale. Services provided include:

- **Mobility consulting services** to help administer international assignments, mitigate risk, improve assignee satisfaction, and reduce assignment-related costs
- **Compensation services** to advise companies on tax issues and leading practices associated with compensation and benefit programs
- **International assignment tax compliance services** to assist international assignees with preparation of individual tax returns and other compliance obligations
- **Tax and social security advisory** to help organizations derive long-term tax efficiencies
- **Employment tax services** to assist with a variety of tax-related issues associated with US payrolls
- **International payroll services** to streamline all payroll activities from initial data collection to the payment of net salaries to preparing statutory reports
- **Supporting services** for LINK Enterprise related to tax compliance management, compensation collection, financial modeling, and international assignment program management
- **Global mobility transformation services** to provide a broad and deep analysis of mobility programs
- **Travel risk mitigation services** to manage the risk created by domestic and international business travelers
- **Global equity advisory services** to satisfy complex, multicountry payroll reporting and withholding obligations.

## Contact us

**For more information about KPMG's Global Mobility Services or to learn more about our alliance with ADP, please contact:**

**Achim Mossmann**

**Principal, Tax**

**T:** 212-954-6812

**E:** amossmann@kpmg.com

**Kathleen Soderman**

**Managing Director, Tax**

**T:** 1 212-954-2904

**E:** ksoderman@kpmg.com

**Joe Laurenzano**

**Director, Tax Alliance Ignition**

**T:** 973-912-6269

**E:** jlaurenzano@kpmg.com

Some or all of the services described herein may not be permissible for KPMG audit clients and their affiliates or related entities.

**[kpmg.com/socialmedia](https://kpmg.com/socialmedia)**



The information contained herein is of a general nature and based on authorities that are subject to change. Applicability of the information to specific situations should be determined through consultation with your tax adviser.

© 2019 KPMG LLP, a Delaware limited liability partnership and the U.S. member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity. All rights reserved. The KPMG name and logo are registered trademarks or trademarks of KPMG International. NDPPS 858438

**April 2019**