



Business intelligence and data analytics

Maximize total rewards planning opportunities and corporate income tax benefits.

- Do you deliver incentive compensation to your global workforce? Are you payroll tax compliant in each of your operating locations?
- Are you maximizing the corporate income tax benefits available to you on incentive compensation?
- Are your equity compensation granting policies based on historical evidence or instinct?

Global Reward Services analytics can help your company identify areas of risk and opportunity in the total rewards space, enabling you to take a strategic and pragmatic approach to total rewards planning and administration.

Through **data analytics** with **interactive visualizations** and **business intelligence** capabilities, you will be able to:



Focus

Identify risk mitigation and cost savings opportunities for your company



Strategize

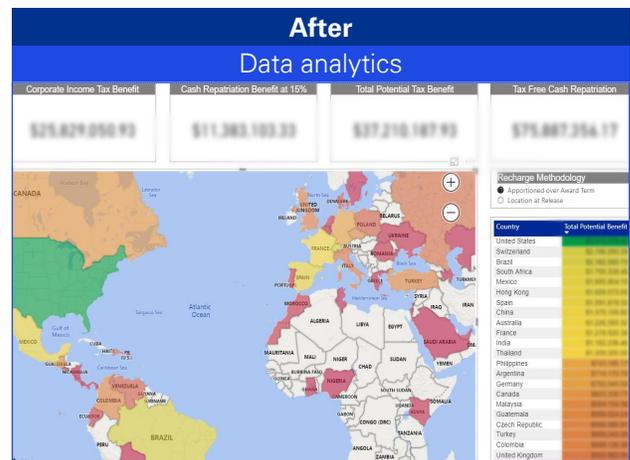
Quantify value propositions relating to your global incentive compensation programs.



Decide

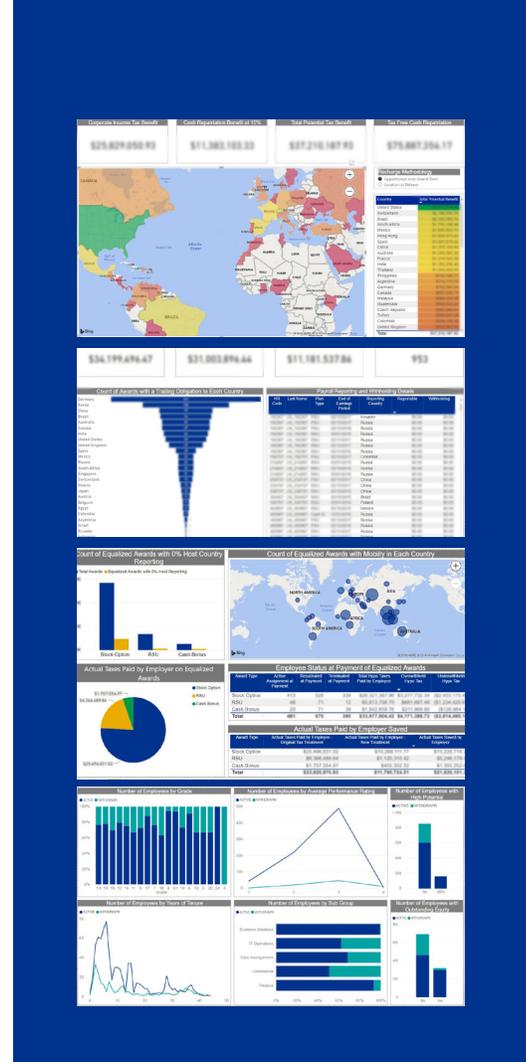
Make proactive and informed business decisions based on analysis findings.

Before
Raw data



Sample Analytics

- Corporate Tax Minimization**
 - Identifies and quantifies potential global corporate income tax savings and tax-free repatriation benefits available to an organization in relation to its global equity compensation programs.
 - Provides the business case to help secure corporate income tax deductions for equity awards granted to an organization's global workforce.
- Global Payroll Risk**
 - Quantifies the payroll reporting and tax withholding obligations required to be enacted by an organization on the incentive compensation delivered to its employees.
 - Provides the business case to implement a broad-ranging global incentive compensation payroll tax solution by identifying potential non-compliance areas.
- Tax Equalization Cost Minimization**
 - Identifies and quantifies potential tax equalization cost savings opportunities by reviewing assignment policy provisions applied to incentive compensation against employee mobility fact patterns
 - Provides the business case to modify assignment policy tax treatment of incentive compensation for the betterment of both the organization and its employees
- Employee Retention Risk**
 - Evaluates employee risk retention against employee performance and potential, assigning a retention risk rating to each employee based on a number of factors
 - Enables a programmatic focus on high-risk, high-performing/potential employees during an equity granting event to reduce costs associated with voluntary terminations



Fees

The fee range for an analytics project is based on the volume of data being analyzed, number of data sources and type of analysis

Deliverables

- Interactive data analytics dashboards
- Summary of exposure and areas of opportunity
- KPMG guidance on strategy and implementation

About us

KPMG Global Reward Services can help organizations meet the challenges associated with your global employee reward program design, implementation, administration, tax effectiveness, and compliance. Whether managing costs, improving performance, evaluating global implications, or attracting and retaining talent, the KPMG Global Reward Services practice can help you through the lifecycle of your total rewards program.

Contact us

To learn more about our services, please contact your local KPMG adviser or any of the professionals listed below.

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