



Transforming your total rewards program

KPMG Global Reward
Services

kpmg.com



01

Do we need to adjust our executive compensation, overall compensation, retirement, health, and other benefit plans?

02

How do we best leverage our technology so we can analyze key data from around the world, facilitate compliance, ease administration and identify opportunities?

03

Can we better manage costs, improve employee performance, boost company productivity and get a better return on our investment (ROI).

04

How do we compete for talent in an increasingly competitive global marketplace (i.e., virtual/remote workforce, flexibly and employee choice programs)?

05

How do we position our total rewards program to accommodate the varying needs of today's workforce (i.e., millennials, Gen Xers, Gen Zs, older employees, gig workers)?

06

Do we have the knowledge and means to design a total rewards program that supports the lifecycle of our workforce, from recruitment to career development to retirement?

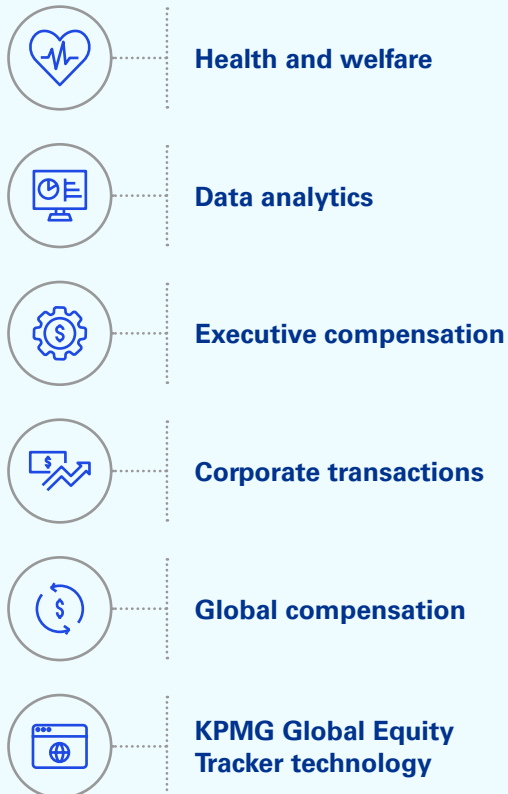
**These are some of the key questions global organizations are asking themselves.
The KPMG Global Reward Services team can help you answer them.**



How KPMG can help

Our professionals can help design and implement total rewards programs that align with your talent and business strategy and; continuously support you through the evolution of your programs in response to changing business requirements and regulatory activities.

Our approach to working with organizations centers around a market-driven service portfolio, leading technology, and a global cross-functional team which includes the key areas of:



We supplement our hands-on approach with our industry-leading technology, which allows you to track, report, and manage your compensation-related compliance obligations.

Our experienced team can also help put together a coherent, holistic strategy for attracting, developing, and retaining talent and offer insights that address challenges throughout the lifecycle of your total rewards program.

Global Reward Services

600+ professionals worldwide

150+ countries supporting design. M&A, D&A, tax and legal* services.

Proprietary and award-winning technology, Global Equity Tracker application

Professionals focused on compensation consulting, tax, IT, PMO, and data and analytics

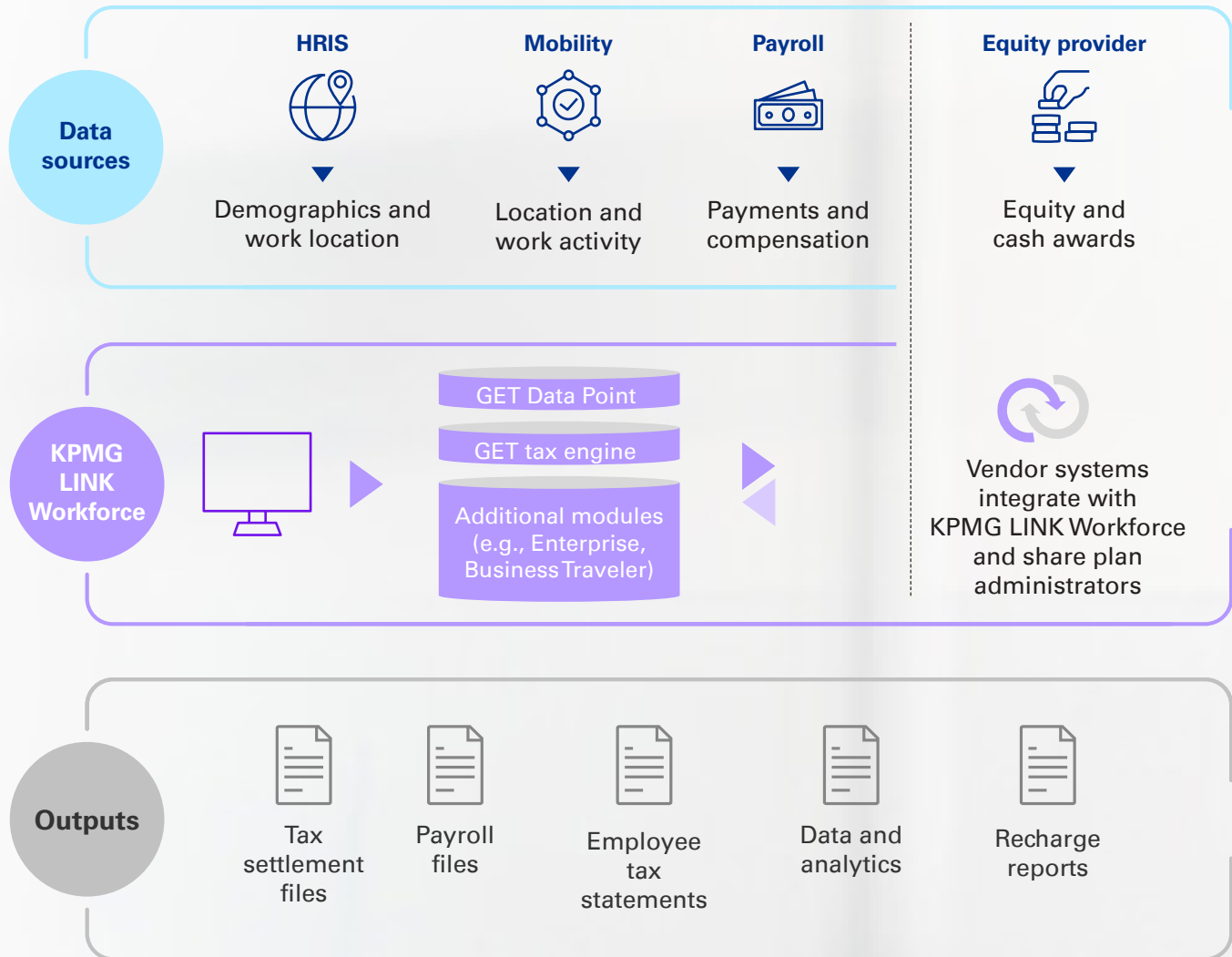
What is a total rewards program?

A total rewards program generally consists of seven elements aimed at attracting, motivating, retaining, and engaging employees:

- Compensation
- Benefits
- Work-life balance/flexibility
- Recognition
- Performance management
- Training and career development
- Retirement
- Health and welfare

How KPMG technology can transform your total rewards program from grant to payout

Our industry-leading technology and data and analytics capabilities, delivered through KPMG Link Workforce – Global EquityTracker (GET), can support your total rewards program to help deliver operational excellence, compliance, and an enhanced customer experience.



Integration with many of the major share plan administrators



Proven process and approach to solve your evolving global workforce challenges.

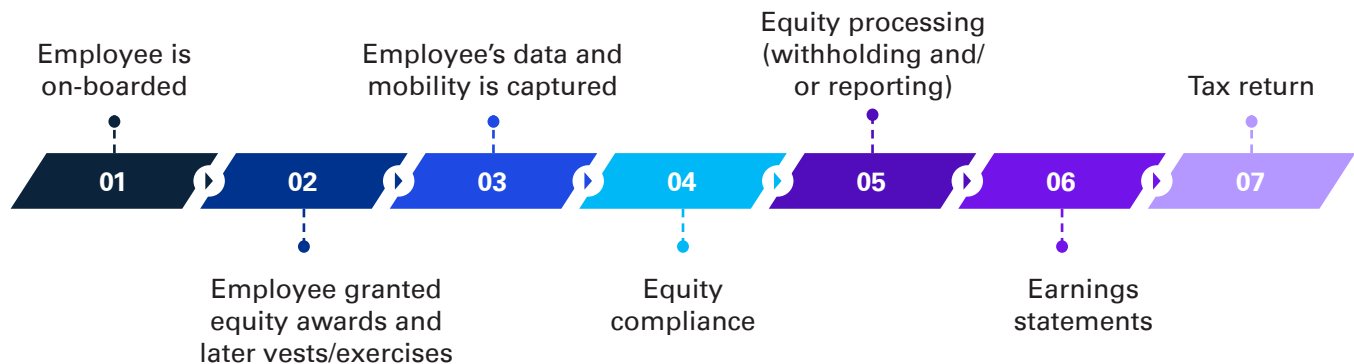


Advise on over \$12B rewards annually

Facilitation of the employee experience

We leverage our formal alliances and commercial interfaces with your key systems. This helps streamline and automate your rewards program delivery and compliance at both the administrator and participant levels.

Broad administrator experience



Broad employee experience

- Tax settlement rate
 - Payroll reporting and withholding by country and payroll
 - Employee tax statements for communication
 - Recharge information
-
- Equity payroll information included in earnings statements by country
-
- Tax return assistance
 - Tax equalization calculations
-
- Regular and frequent monitoring of legislation and tax positions
 - Income and social tax compliance
 - Timely settlement
-
- Mechanisms for employee, payroll, and award data capture
-
- Employer grants equity awards
 - Employee meets vesting or performance criteria
 - Annual, quarterly, monthly, or ad hoc processing
-
- Mobility and equity program is defined by company
 - Equity tax counseling included as part of tax counseling

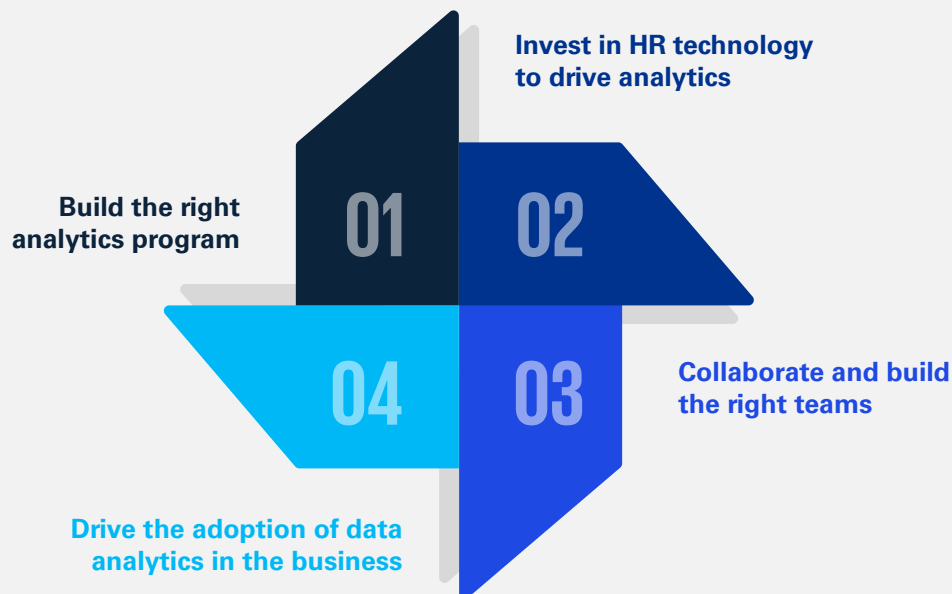
Integrated with many third-party platforms, including our alliance partners, Workday and ADP, and many other major share plan administrators, our GET service offering can streamline and automate your rewards program delivery and compliance—at both the administrator and participant levels.

Data & Analytics (D&A) to make better global reward decisions and outcomes

Global companies can use their own data to potentially gain a competitive advantage in the marketplace. Data analytics can help organizations improve HR operations and processes for a more effective workforce. Companies can also make more informed, evidenced-based strategic decisions about their total rewards programs.

Data should drive business decisions

Companies can prepare for their data analytics journey by taking these steps:



We can help you address global rewards issues with innovative solutions that improve workforce effectiveness. Recent examples of data analytics opportunities include:

Global payroll risk quantification and tax solutions

- Quantifies payroll reporting and tax withholding obligations
- Provides business case to implement incentive compensation payroll tax solutions

Corporate tax deduction maximization, benefits and equity awards

- Identifies and quantifies potential global corporate income tax savings
- Demonstrates cost versus benefit of implementing a cost recharge arrangement for equity awards

Employee retention risk and cost minimization

- Evaluates employee retention risk against employee performance/potential
- Focus employee retention efforts on high-performing/potential employees to minimize cost

Contact us

To learn more about how the KPMG Global Reward Services team can help you and your organization, please contact any of the professionals below:

Terrance Richardson
Principal, Tax
National Global Reward
Services Lead
T: 214-840-2532
E: trichardson@kpmg.com

Dinesh Sinniah
Partner, Tax
Global Reward Services
T: 312-665-3603
E: dsinniah@kpmg.com

John Tomaszewski
Managing Director, Tax
Global Reward Services
T: 212-909-5561
E: johntomaszewski@kpmg.com

Kathy Lo
Principal, Tax
Global Reward Services
T: 415-963-8988
E: kathylo@kpmg.com

Cory Anderson
Managing Director, Tax
Global Reward Services
T: 480-459-3621
E: coryanderson@kpmg.com

Ryan McDonald
Principal
Global Reward Services
KPMG Benefits Services
T: 585-263-4098
E: ryanmcdonald@kpmg.com

Leann Balbona
Managing Director, Tax
Global Reward Services
T: 212-872-3671
E: lbalbona@kpmg.com

Parmjit Sandhu
Principal, Tax
Global Reward Services
T: 212-954-4063
E: parmjitsandhu@kpmg.com

Ashra Deans
Managing Director, Tax
Global Reward Services
T: 914-346-7928
E: ashrajackson@kpmg.com

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