



Reimagining global mobility: Unleashing innovation for today and tomorrow

KPMG Global Mobility Services

At KPMG LLP (KPMG), we understand the complexities and challenges that come with managing a global workforce. That's why our Global Mobility Services (GMS) are designed to empower organizations like yours to navigate these challenges with ease.

With our extensive knowledge in tax, technology, immigration*, compensation, benefits, and mobility administration, we provide innovative, technology-driven solutions tailored to your unique needs. We simplify workforce mobility by harnessing the power of data, analytics, and emerging technologies.

Our team of seasoned professionals brings local insights to tackle tax, immigration*, and payroll challenges, ensuring your mobile workforce operates seamlessly and efficiently across borders. By partnering with us, you can enhance your HR and global mobility functions, giving your organization a competitive edge in the market and supporting your business goals.

We understand that every organization is unique, which is why our solutions are configured to fit your specific requirements. Whether you need assistance with tax compliance, technology integration, or strategic planning for international assignments and remote work, our dedicated team is here to support you every step of the way.



Redefining work in a connected world

With a team of over 5,000 diverse professionals spanning more than 200 countries and territories, and backed by more than 50 years of expertise, we collaborate closely with employers to craft mobility programs that are tailored for the future. We have successfully transformed the mobility strategies of over 2,500 clients, including 10 of the top 20 Fortune companies.

Our annual investment of \$40 million in global tech enables us to effectively manage and support 500,000 mobile employees. We offer a wide range of services to meet your specific needs:



Remote Work & Global Business Traveler Services: Mitigate compliance risks with our KPMG LINK technology, providing real-time travel risk assessments and data analytics for informed decision-making.



Global Mobility & Tax Consulting: Improve business processes using our strategic advisory and administrative services, including policy review, international assignment planning, and benchmarking surveys.



Compensation & Benefits/Global Reward Services: Provide support for global incentive compensation programs, including plan design, tax filings, program rollout, and stakeholder communication.



Due Diligence Advisory: Evaluate tax compliance and potential liabilities in transactions involving globally mobile employees.



Employment Tax: Identify and resolve payroll and employment tax issues early, helping ensure compliance and recovering overpayments.



International Social Security Advisory: Plan for social security tax using Totalization Agreements and exemptions to control costs.



Tax Compliance: Personalized services, including tax briefings, income tax returns, and consulting, leveraging technology to enhance efficiency and quality.



Washington National Tax (WNT): Our leading center of tax knowledge provides consistent, tax technical advice and guidance while monitoring new global tax legislation.

*Please note that KPMG LLP does not provide any immigration services

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Tied together through technology

To support your evolving global workforce, we offer KPMG LINK Go, a technology platform that streamlines global mobility management with integrated, user-friendly tools for all stakeholders. Our technology provides additional tools and insights to manage your mobile workforce, reducing costs and enhancing the employee experience.

We also foster innovation through our Ignition Centers, exploring new business models and solutions. Harnessing the power of Generative Artificial Intelligence (GenAI), we improve service delivery, enhance the user experience, and provide new capabilities for global mobility.



Our approach

Our innovative approach, combined with a focus on team spirit, work-life balance, diversity, and fair opportunities, provides high standards of service. We help you embrace new talent and workforce strategies to stay competitive and create integrated mobility organizations aligned with your business goals.

Choosing KPMG means less risk and more satisfaction in managing your global and evolving workforce. We help you confidently manage the complexities of being globally

mobile while keeping costs low and employees engaged. Together, we can give your organization a competitive edge by managing risk, reducing costs, enhancing the employee experience, and attracting and retaining top talent.

As your trusted adviser, we'll help you navigate the intricacies of a global workforce, unlocking the full potential of your organization.

Visit our website to learn more about our services:

Workforce mobility and employment tax (kpmg.com)



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Contact

Bob Mischler
Lead Principal, Tax
Global Mobility Services
E: rmischler@kpmg.com
T: 212-872-3174

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