



Social Security services for a global workforce

Your roadmap for compliance



Why it matters

Successfully managing Social Security in a global context is crucial for any organization with an international workforce. The long-term implications of Social Security taxes and coverage can significantly impact your employees and their families. Without careful planning, you might face unnecessary tax liabilities, dual taxation, or costly gaps in Social Security coverage, all of which can negatively affect future benefits.

At KPMG LLP, we recognize the intricate nature and critical importance of getting things right. We're dedicated to delivering a service that safeguards and improves your well-being, and the well-being of your employees and their families throughout their active careers, the same as we do during their retirement. We understand that securing an optimal Social Security position is essential, considering tax liabilities, compliance, and future benefit entitlements. Our team of skilled professionals is here to confidently guide you through these intricate challenges and help you make informed decisions.

How we can help

Our US-based team collaborates with KPMG professionals worldwide to provide exceptional Social Security services. With decades of firsthand experience working for the US Social Security Administration and corresponding authorities in the European Union, our staff provides specialized guidance tailored to your unique requirements.

Global Social Security strategy

We assist clients in developing a comprehensive global Social Security strategy by providing:



Periodic Social Security health checks

Regular evaluations of your certificate compliance program are performed to identify and address any gaps.



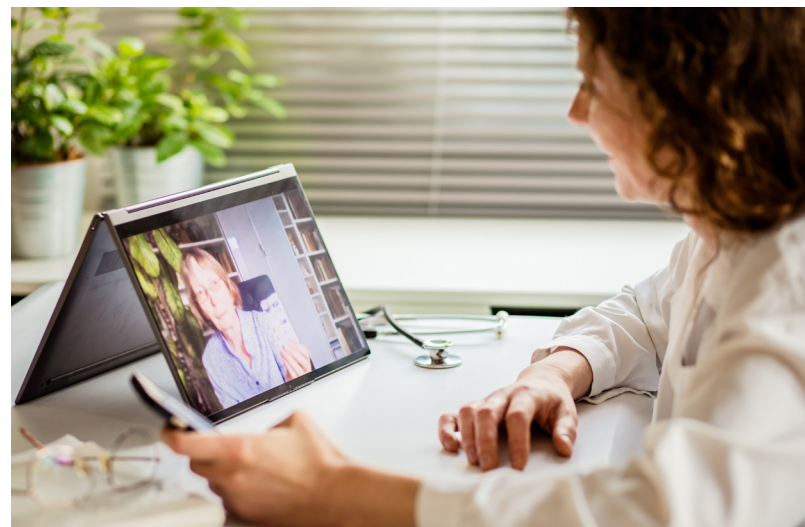
Training and education

Workshops and training sessions are provided to help ensure your team is well versed in the latest policies and procedures.



Benefit projections

We analyze how assignments may affect future benefit rights, including US Social Security and Medicare. We provide detailed projections to help your employees make informed retirement planning decisions.



Certificate of coverage services



Analyze requirements: Evaluate the specific requirements and work conditions to ensure compliance.



Request and procure certificates: Handle the entire process, from analyzing requirements to submitting requests and procuring certificates, to take the guesswork out of compliance.



Leverage agency familiarity: Utilize our deep understanding of the agencies and their processes to help streamline the administrative tasks.

Complex situations

We specialize in handling complex certificate of coverage scenarios, including:



Third-country transfers:

Helping ensure compliance and optimal coverage for employees moving to a third country



Remote work:

Addressing the unique challenges of remote work and aligning Social Security coverage with your employees' needs



Special exceptions:

Assisting with certificate of coverage extensions or special exceptions where the ordinary rules may lead to unfavorable outcomes

Retroactive compliance

In the event of payroll audits, we can guide you through the process of:



Retroactive certificates of coverage:

Acquiring the necessary certificates to correct past compliance issues



Refunds of erroneous contributions:

Assisting in obtaining refunds for any erroneous contributions paid

Stay ahead of your obligations

At KPMG, we're dedicated to helping you stay ahead of your Social Security obligations. Our in-depth experience and in-depth insights can provide you with the confidence and peace of mind you need to provide a smooth and efficient cross-border transition for your employees.

Get in touch

Reach out to our team to learn more about how we can support you and your employees with Social Security. Contact us today to start working toward a secure and compliant global workforce.

Brent Jackson

Director, Washington National Tax,
Global Mobility Services
KPMG LLP

T: 202-533-3800

E: brentjackson@kpmg.com

Learn about us:



[kpmg.com](https://www.kpmg.com)

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

The information contained herein is of a general nature and is not intended to address the circumstances of any particular individual or entity. Although we endeavor to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act upon such information without appropriate professional advice after a thorough examination of the particular situation.

© 2025 KPMG LLP, a Delaware limited liability partnership and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved. The KPMG name and logo are trademarks used under license by the independent member firms of the KPMG global organization. USCS025834-2A