KPMG

# KPMG LINK Go

## Global Payroll Manager



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# Global payroll reimagined

## Transform your global mobility payroll with KPMG

Navigating the complexities of global payroll can be daunting for many organizations. Ensuring accurate and timely payroll not only enhances employee satisfaction but also positions your company strategically, granting you a pivotal role in decision-making processes. KPMG's Global Payroll Manager (GPM), part of the KPMG LINK Go platform, is designed to streamline global payroll operations, allowing you to focus on what truly matters.

## Why choose KPMG LINK Go Global Payroll Manager?

- Efficient compensation management: GPM is the ideal solution for managing the intricate compensation needs of your mobile workforce. It effectively tracks assignee costs and captures both recurring and one-off payment from third-party vendors, accounts payable or payroll departments.
- Seamless data integration: GPM collects data from multiple locations and currencies, in their native system format, ensuring smooth and efficient payroll processes.
- Robust tax engine: Built upon our KPMG tax engine, GPM is pre-configured for the taxability rules and rates in 150+ countries
- Automated compliance and reporting: GPM automatically creates host payroll instructions and closes the compliance loop by simultaneously reporting data back to the assignee's home country

## Software and global mobility services

GPM enables support services through the entire payroll process. Our global payroll professionals will be the conduit between you, your assignees, your payroll and accounts payable systems and your third-party providers. Using a single integrated technology platform, KPMG manages your payroll, creating the opportunity for you to focus on core activities that support your business or expand your portfolio to offer more strategic value to stakeholders.

## The future of global payroll is here

Our web-based platform allows your organization to better manage cross-border payroll compliance, management reporting, cost recharges and internal control requirements on a real-time basis. With all mobile employee compensation data in one place, you'll gain immediate insight into your payroll processes and mobility program costs across your global footprint.





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# Potential benefits

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|---|---|
| **No touch taxability determination** | GPM automatically determines home and host country taxability of each compensation item loaded for an employee, helping to increase payroll accuracy. |
| **Advanced gross-up functionality** | GPM can calculate current gross-ups during the assignment lifecycle, on either a gross or net comparison, with different methods applied in each country as needed. |
| **Not one-size-fits-all** | Payroll instructions are formatted to local payroll vendor requirements, including proper wage code mapping and currency conversion, removing the need for manual entry into payroll systems. |
| **Automated reconciliation** | GPM automates the reconciliation of payroll instructions delivered to local payroll results files to ensure that the instructions were properly recorded, facilitating the early identification and remediation of errors. |
| **Simplified year-end processes** | GPM generates annual compensation summaries that can be shared with your your employees and global mobility tax providers. |





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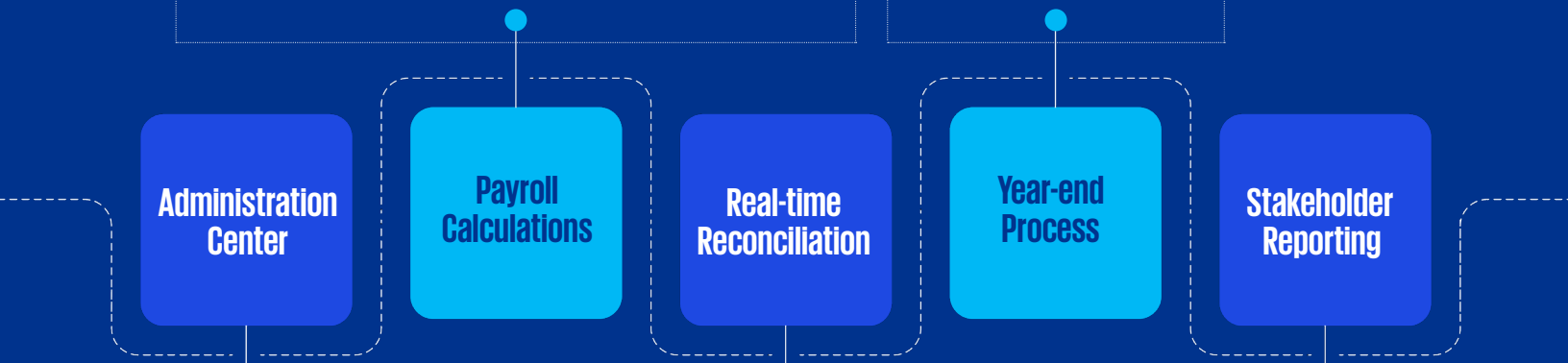
# The power of integrated payroll compliance

**Payroll calculations**

- Ability to calculate assignment allowances based on your policies and individual demographic data
- Pay element mapping to all vendors and payrolls
- Global tax and social security positions per pay element
- Simultaneous home- and host-country payroll instructions
- Loop back of host transactions to facilitate home payroll calculations
- Tailored payroll instructions to match individual vendor payroll requirements
- Multi-currency conversions

**Streamlined year-end process**

- Tax reconciliation of global tax authority payments
- Tax return data reporting
- Reduced cost/effort of year-end data collection activities




**Governance through the GPM Admin Center**

- Real-time global payroll tax updates
- Your policy positions and configuration
- Flexible importer and data integrity checks
- Employee demographics and multiple ID capability
- Secure access control

**Innovative reconciliation functionality**

- Data validation checks
- Robust reconciliation process of pay elements instructed to vendors and local payrolls
- Governance & audit trail forpayroll adjustments

**Stakeholder reporting**

- Real-time global payroll and management information reports
- Recharge & cost management reporting
- Cost control reporting

The KPMG Global Mobility Services practice is revolutionizing the future of mobility through innovation. We have the insight, people, and experience to provide your organization with integrated, technology-supported strategies designed to address business challenges and seize new opportunities.

Together, we can help to give your organization a competitive edge. We can help you manage risk, reduce costs, and enhance the employee experience to attract and retain top talent.

Our team of global mobility professionals provides companies with critical business insights with support through technology-based tools, such as KPMG LINK Go Global Payroll Manager, to help empower organizations to better manage their mobile workforce with confidence.

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