



KPMG LINK Work Force

Your passport to powering
global mobility programs
and processes.

A man with dark, curly hair, wearing a light blue dress shirt and a striped tie, is smiling broadly while looking at a laptop screen. He is holding a white folder or document. The background is a blurred office environment with warm, bokeh-style lights.

KPMG LINK Work Force
reinvents the way you
manage your global
workforce

Welcome to the world of KPMG LINK Work Force.

Breaking down borders by streamlining processes, gathering and analyzing data, and consolidating the management of your mobility program.

Stay connected, minimize risk, and manage workflow.

KPMG LINK Work Force: Your goals, your processes, and tasks in a single, streamlined technology solution.

Breaking down Borders with KPMG LINK Work Force

There's little doubt that managing a globally mobile workforce is a significant challenge. KPMG LINK Work Force breaks down the borders that exist between you, your employees and your vendors offering a single technology solution to make managing your global workforce easy, effective and transparent. Whether your business is small, large, centralized or decentralized, you need the right people in the right place at the right time. And that's when the 'assignment lifecycle' challenges begin.

You can better prepare for and reconcile tax and payroll issues, compensation incentives and assignment structuring by preparing cost projections while streamlining assignment initiation activities.

Employees and vendors can leverage the same system to review and update information and then complete necessary tax and travel information and action tasks assigned to them.

By doing so you can keep costs down and help ensure all issues relating to data collection, reporting, compensation and payroll, are dealt with quickly and efficiently.

Your job is to manage the complexities of a geographically diverse workforce. We have the tools to get the job done right.

Your KPMG LINK Work Force Tools:



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Tax and regulatory compliance



Did you know?

KPMG LINK Work Force is designed to meet the needs of multiple stakeholder groups with one system. Whether you are a program manager, employee, or service provider, it is designed to help ensure data integrity, enhance the sharing of information, and drive efficiencies with optional workflow integration.

Challenges for your company

Managing global tax compliance presents challenges for both program managers and employees, from regulatory considerations to the filing of tax returns.

KPMG LINK Work Force's primary goal is to streamline compliance processes ensuring that each user accomplishes needed activities in a single, dedicated portal.

Tool benefits

Transparency: Efficiently track tasks from various stakeholders in the mobility process. Stay on top of multiple work streams and action items in real time, in one place.

Data and Analytics: Create new, value-add reports with information related to both tax compliance and assignment management. Advanced reporting engine provides high-level, graphic reporting on each users dashboard with additional drill-down reporting options.

Workflow: Management of items has never been easier with integrated workflow. Workflow drives you through needed actions step-by-step helping ensure that your tasks are accomplished at the right time and in the most streamlined way possible.

Case Study

KPMG LINK Work Force allows companies of all sizes to report on and manage their globally mobile employee populations. With more than 100,000 distinct users, KPMG LINK Work Force provides the right tools, in the right place, at the right time regardless of your role in the global mobility process.

Global mobility program management



Did you know?

KPMG LINK Enterprise Assignment Manager has been in operation since 1999 and is now used to manage assignments for over 100 multinational companies. This tool is continually updated with latest tax and legislative changes provided by KPMG's worldwide network of firms and helps you manage the end-to-end assignment process from candidate selection to payroll instruction and compensation collection.

Challenges for your company

Whether small, large, centralized or decentralized, businesses need the right people in the right place at the right time.

KPMG LINK Enterprise Assignment Manager (LINK Enterprise) streamlines and simplifies your mobility management by providing an end-to-end process and data management solution with integrated workflow and robust reporting functionality.

Tool benefits

Pre-assignment: Before an international assignment, your company can better prepare for and manage tax and payroll issues, compensation incentives and assignment structuring. Prepare robust cost projections with company-specific policies and granular allowance calculations.

During assignment: Facilitate the global payroll and tax compliance process and manage the administrative side of the move to track and keep costs down and ensure all issues are quickly and efficiently addressed.

Post assignment: Once an assignment is finished, monitor and report on the many various post-assignment activities and transactions.

Case Study

LINK Enterprise has helped a global networking manufacturer reorganize their global mobility processes and put controls around their program. Prior to implementation, their system was heavily outsourced with data stored in multiple systems with multiple vendors. LINK Enterprise now holds all demographic data, automates both cost projections and assignment documentation, and helps facilitate payroll instructions and global compensation accumulation through global payroll interfaces.



Assignment
cost projection

Did you know?

Cost Projector enables you to conveniently model costs for tax and social insurance, different allowances and tax reimbursement structures for individuals or for groups of employees.

Challenges for your company

Any business that sends employees overseas faces numerous planned and unforeseen costs, including the time-consuming, tedious and complex nature of estimating them.

KPMG LINK Cost Projector (Cost Projector) helps multi-national companies quantify the assignment and tax costs associated with sending your employees on both short and long-term international assignments.

Tool benefits

Uncover hidden costs: Keep your company's budgets under control, ensure all costs are identified and incorporated into your planning.

Unravel tax issues: Prepare your business for the ongoing costs of international assignments with a clear view of how changing tax laws and policies can affect your bottom line.

Case Study

A successful data storage firm has been a long-time licensee of Cost Projector. The robust tax logic and easy-to-use interface have decreased their assignment cost projection cycles and have helped increase accuracy for projecting the cost of international assignments. Additionally, Cost Projector's new online interface allows their global team to create and share projections across geographic boundaries more easily and securely.

Equity sourcing and tracking



Did you know?

Your company can save substantial time and money while managing a complicated global process quickly and easily. By facilitating understanding of global equity compensation, you can ensure execution while providing clarity to employees. KPMG's commitment to automation means that you will always remain current.

Challenges for your company

The combination of greater employee mobility and an increasing focus on performance-based incentive compensation creates real compliance challenges for your company.

Tool benefits

Commitment to automation: Unmatched country and plan coverage, functionality, configurability, flexibility and continual investment in system enhancements.

End-to-end management: From data collection through to output of results, your company will benefit from clarity and total process support.

Scalability: You can be up and running quickly no matter what you currently do or the size of your global footprint.

Case Study

A SEC registered audit client of KPMG which engages our fiercest GET competitor for core services globally chose GET after a tender process involving all Big four firms. The audit relationship required the client to go through a challenging internal approval process, but they were able to convince the stakeholder that the functionality of GET and the commitment of the team provided far greater long-term value to their organization.

Business traveller risk assessment



Did you know?

Business Traveller tracks and assesses business travel risks. In the past 12 months, KPMG has assessed more than 2 million business travellers.

Challenges for your company

Multi-national companies need to have visibility of their employees' travel and activities. They also need to understand the risk and compliance implications of travel, both for the company and the individual.

KPMG LINK Business Traveller (Business Traveller) helps companies and employees quantify the risk associated with entry requirements, income tax, social tax, and permanent establishment.

Tool benefits

Track employee travel: Track the travel of all employees, including on-the-go tracking via the mobile app.

Instant travel assessments: Receive instant trip analysis and guidance – fast, accurate and tailored tax, social security and immigration assessments.

Pre-travel assessments and post-travel compliance: View real-time travel assessments for an employee who is contemplating a business trip.

Management and compliance reporting: View management information which is available 24/7 through a live digital dashboard and generate compliance reports detailing issues and next steps.

Keep up to date with regulation: Receive regular updates to tax, social security and immigration rules and logic.

Case Study

A multi-national conglomerate leverages the system to assess travel risks prior to employees leaving the ground. This has reduced the risk of travel as well as the amount spent by the company to remedy travel related compliance risks.

Payroll management



Did you know?

Global Payroll Manager is the newest in KPMG's suite of tools to manage the end-to-end global mobility process. Designed as a compensation collection and payroll reconciliation tool, it will streamline the collection of payroll data from multi-national jurisdictions regardless of payroll cutoff dates and creates detailed reconciliation reports tied to your specific pay codes ensuring that you track and correctly report compensation throughout the year.

Challenges for your company

Collection and reporting of global compensation for your traveling employees is an arduous task to say the least.

KPMG LINK Global Payroll Manager helps streamline this process leveraging automated data feeds, configurable cut-off dates and a reconciliation engine allowing you to see discrepancies in your payroll instruction and actual pay amounts.

Tool benefits

Global compensation collection and management: Streamline and simplify your payroll reporting with configurable cut-off dates for all payrolls around the world. Set payroll cutoff dates and reminder messages that are automatically sent from the systems.

Payroll reconciliations: Reconcile payroll instruction with actually paid amounts each payroll period allowing you to stay on top of discrepancies in payroll and allowing you to track those discrepancies helping to ensure that trailing payments are picked up in future payroll cycles.

Payroll reporting: Create monthly, quarterly and annual payroll statements based on your chosen output style. Review dashboard reports and information on your employees' payroll directly through the KPMG LINK Work Force dashboard.

Case Study

Companies of all sizes will track and request submission of payroll from all global locations. Once collected, companies report on compensation and use it to reconcile against tax reporting forms at the end of the year.



We'd be more than happy to show you the suite of KPMG LINK Work Force technology in a live demonstration. Every single tool can make the difference.

For further information about this technology and to apply for a live demonstration, please visit:
kpmg.com/kpmglinkworkforce

kpmg.com

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