



The benefits of a centralized global compensation program

Minimize global compensation risk, streamline compliance processes and maximize user experience in a cost-efficient manner.

Managing global corporate compensation and benefits programs across jurisdictions can be an overwhelming task for public and private companies. Without a centralized compliance framework, they could end up with a costly and inefficient program that only allows them to react rather than proactively respond to issues.

Your company must be able to manage different jurisdictions based upon:

- Local tax and regulatory requirements
- Your company's footprint
- The capability of your local teams
- Your company's culture and risk appetite

It is very important to develop a compliance framework where several functions such as payroll, benefits, tax, legal and HR will operate.

How KPMG can help

Our experienced Global Reward Services team can bring the latest market insights and innovative technology to assist you with all aspects of the compliance journey:

- ▶ Employer tax compliance
- ▶ Risk mitigation
- ▶ Process, controls and HR operations
- ▶ Global fringe benefits reviews
- ▶ Global payroll implications
- ▶ Foreign plans under U.S. tax rules
- ▶ Employee experience enhancement

- ▶ Mobility consulting and policy design
- ▶ Employee and stakeholder education
- ▶ Technology in HR operations
- ▶ Vendor management
- ▶ Corporate tax benefits

The KPMG Global Reward Services team can help design and implement total rewards programs to align your talent agenda and business needs, 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 is centered around a market-driven service portfolio, leading technology, and a global cross-functional team.

Get the latest thinking from KPMG

Subscribe to the Global Reward Services newsletter to help you stay current on the latest developments and thrive in this dynamic environment.

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