



*cutting through complexity*

# Global Cross-border Mobility Solutions

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KPMG's Global Mobility Services



# ***Decision makers and global immigration human resource professionals appreciate the importance of obtaining timely advice and strategies to address an increasingly complex cross-border regulatory environment.***

Companies can underestimate the impact of ill-planned and poorly executed international assignment management. Employers must maintain awareness of the strict application of local immigration rules for entry, the penal consequences to employers and employees if these rules are violated, and the potential impact on the employer's reputation. There is a growing appreciation that the approach to cross-border movements must be comprehensive – a truly integrated 'end to end' solution addressing immigration, tax, social security and related issues.

Key employees are arguably the most important part of a business – it is critical to get immigration right.

## **Technology**

KPMG LINK Business Traveler is a technology tool that KPMG member firm clients can use to help proactively mitigate the compliance risks associated with domestic or international travelers. It provides real-time travel risk assessments for employees when a trip is initiated, allowing managers to view assessment results according to location, risk analysis and time period.

## **KPMG's Global Immigration Services**

KPMG's Global Immigration Services provides comprehensive immigration assistance for local and global companies. KPMG's immigration services include:

### **Assessment > Advice > Support > Accountability > Training > Compliance Review**

- **Assessment**  
Assessment of business visa/work permit requirements for international business trips or assignments, as well as the consideration of assignment structures and strategies in relation to local immigration laws.
- **Advice**  
Advice for clients' human resource/global mobility managers on the initiation and implementation of immigration procedures - a clear, simple and transparent process.
- **Support**  
Support for individuals and accompanying partners and family members in obtaining necessary visas and permits.
- **Accountability**  
Notifying and preparing reports for relevant immigration authorities, as well as registering companies (where required). KPMG's Global Mobility Services practice represents and advocates for clients, communicating directly with consulates, embassies and immigration officials throughout the application process.
- **Training**  
Individual or group training sessions provided for clients' human resource/global mobility, operations departments, and assignees that are active abroad.
- **Immigration audit**  
Review companies' immigration procedures and documentation to verify compliance with relevant immigration laws and policies – an ongoing compliance program.



## An Integrated Approach - Immigration and Related Global Mobility Services Assistance

KPMG's immigration solutions are designed to be easily integrated with other KPMG services to provide a 'one stop' cross-border service. These additional services include:

- Structuring international assignments**  
 Review of assignment efficiency from a tax and immigration perspective (i.e. will an assignment trigger registration or permanent establishment risks?).
- Individual income tax compliance services**  
 Preparation of income tax returns for individuals and IT solutions specifically designed to help employers manage international assignments effectively.
- Company payroll, income tax and social security calculations and reporting**  
 Helping member firm clients to establish payroll, income tax and social security procedures for expatriate employees, taking compensation policies into account.

## What makes us different?

With global reach and a collaborative mindset, KPMG's global network of member firms has the people, experience and technology to support companies as they manage their global mobility programs – and, more importantly, their people.

In addition to possessing international knowledge, our professionals understand local issues and work closely with authorities to help achieve the strongest results for clients. We take a broad range of global mobility aspects into account, working with tax and other specialty areas, to ensure member firm clients have the help they require.

## Contact us

To learn more about KPMG's Immigration Services, contact your local KPMG adviser or email [go-gms@kpmg.com](mailto:go-gms@kpmg.com).

[kpmg.com/tax](http://kpmg.com/tax)



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