



cutting through complexity

**Relocating employees
around the world takes
planning.**

**Let us help manage
your mobility costs
with KPMG LINK
technology.**



Powered by KPMG LINK Cost Projector



Cost containment for your global mobility program



Global assignments, supported and accounted for

Sending your employees overseas can leave you facing a range of costs based on home and host country tax and residency rules, the length of the transfer, policy allowances and many other factors. Estimating these costs can be time-consuming, tedious and complex.

Revealing hidden costs

There are many costs involved in sending your workers overseas; from travel to housing to tax liability to school tuition to ongoing administrative costs, most of which continue to rise. What may have initially looked like an assignment that might cost you little more than your employee's salary may end up being substantially more when all assignment items are factored in. Ensuring all costs are revealed and incorporated into your plan is essential for any company looking to keep its budget under control.

Unraveling tax issues

Different tax regimes can significantly increase budgeting and cost complexities for both you and your employees. Incorrectly assessing assignment costs can significantly impact business budgets and add constraints to the assignment. There are many questions to consider. Does your employee need to be taxed at the source? Does double taxation apply if they remain on your home country payroll and if yes; are there any exemptions or foreign tax credits you can use?

With a clear view of how changing tax laws and policies can affect your bottom line (which can be highlighted through home, host, and hypothetical tax calculations), you can better prepare your business for the ongoing costs of international assignments.

Calculating the cost of international assignments



Streamlined and online

Providing convenient 24-hour access, the Cost Projector is accessible online through a dedicated web site and can be opened with most popular browsers.

You can then make the most of its ease-of-use with all input following an organized and logical flow, enabling users to quickly leverage the system to create dynamic projections.

Automated and on-time

When it comes to dealing with a range of different tax regimes, you need to be confident that the information you have is correct.

Cost Projector currently includes 65 countries as well as a generic module for manual input of tax rates for non-standard countries.

Each of the 65 countries is updated at least annually, and often, more for any significant tax law changes. This allows for accurate and timely estimates.

The KPMG LINK Cost Projector (Cost Projector) helps calculate the estimated assignment costs of individuals or groups from country to country, and can help you reduce costs, identify opportunities, and streamline your assignment policies. Ideal for budgeting and accruals, tax planning and hypothetical tax calculations, the web-based Cost Projector combines robust functionality with transparency and intuitive navigation.



Secure

Security is essential when dealing with personally identifiable information and company confidential information. Especially on a global scale.

To foster the availability, integrity, and confidentiality of your data, all information within the Cost Projector is stored in encrypted, secure databases.

Report ready

Broad ranging, detailed reports are an undeniably important part of global mobility administration.

The Cost Projector enables you to enter unlimited custom allowances, including the ability to set taxation and proration for each allowance entered.

Cost Projector includes, a summary report, detailed home and host reports, hypotax, and other reports for easy analysis by users.

In addition, single-year hypothetical tax calculations can be generated, showing take-home pay.

Multiple locations, minimal costs

Cost Projector helps you support your international assignments, regardless of whether short or long-term. It enables you to conveniently model costs for tax and social insurance, different allowances, and tax reimbursement structures – helping to keep your costs down and your business competitive.



A global perspective

Offering robust functionality and transparency, Cost Projector includes tax and social insurance logic for 65 countries. For any country not in the system, the comprehensive generic module contains extensive input allowing for accurate calculations.

Global reach, local know-how

KPMG is a global network of member firms providing objective, practical and timely professional services to leading multinational organizations, governments and private enterprises.

Our primary focus is to consistently create genuine, sustainable value for our clients. It is a strong position built on the professionalism, passion and dedication of our people and the contribution we make to the well being of our communities.

**Contact your local KPMG
representative or the following
for more information:**

Adrian Anderson

KPMG in the US

T: +1 713 319 2544

E: ajanderson@kpmg.com

Anna Volinkaty Wheeler

KPMG in the US

T: +1 704 371 5241

E: avolinkaty@kpmg.com

Christian Baumgart

KPMG in Germany

T: +49 302 068 4181

E: cbaumgart@kpmg.com

Katy Whale

KPMG in the UK

T: +44 207 694 1192

E: katy.whale@kpmg.co.uk

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

© 2014 KPMG International Cooperative (“KPMG International”), a Swiss entity. Member firms of the KPMG network of independent firms are affiliated with KPMG International. KPMG International provides no client services.

The KPMG name, logo and “cutting through complexity” are registered trademarks or trademarks of KPMG International.

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 on such information without appropriate professional advice after a thorough examination of the particular situation.