



# Moving employees around the world takes planning.

Let us help manage your  
mobility costs with KPMG  
LINK Cost Projector

**KPMG LINK Cost Projector powered  
by KPMG LINKWork Force**



Project and  
quantify the  
costs of your  
international  
assignments

# 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.

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.


## 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 allowances 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 costs and regulatory 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 available to 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 global business.



# Calculating the cost of international assignments

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.

## Streamlined and online

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

You can 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 that includes the inclusion of an unlimited number of custom allowances with configurable taxation and proration for each.

## 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 more than 70 countries as well as a generic module for manual input of tax rates for non-standard countries.

Each of the 70+ countries is updated at least annually, or when any significant tax law changes. KPMG leverages information from our more than 150 global member firms to update tax law and help ensure that calculations correctly use current tax law to prepare projections. This allows for accurate and timely estimates.

## 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 Cost Projector is stored on servers at KPMG and partitioned to ensure that your data never touches that of another client.

## Report ready

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

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 more than 70 countries. For any country not in the system, the comprehensive generic module contains extensive input, including flat and graduated tax rate tables, allowing for accurate calculations.

## Global reach, local know-how

KPMG is a global network of more than 150 member firms which provide objective, practical and timely professional services to lead multi-national organizations, governments and private enterprises.

Cost Projector's 70+ countries are maintained by this robust global network that offers up-to-date tax knowledge and insight, helping ensure that updates are provided in real-time and accurately reflect both short- and long-term tax and regulatory changes for each supported jurisdiction.



**kpmg.com**  
**kpmg.com/socialmedia**



**kpmg.com/app**



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.

© 2015 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. No member firm has any authority to obligate or bind KPMG International or any other member firm vis-à-vis third parties, nor does KPMG International have any such authority to obligate or bind any member firm. All rights reserved.

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

Designed by Evalueserve.

Publication name: KPMG LINK Cost Projector

Publication number: 132761b-G

Publication date: October 2015