



# Your incentive compensation plans have no borders.

Why should your compliance processes?

**KPMG LINK Global Equity Tracker powered by  
KPMG LINK Work Force**





Take care of  
risks before  
take off

# Challenges of mobility

Incentive compensation programs create real compliance challenges for companies with mobile employees, and the risks of non-compliance are becoming more and more serious every year.

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.

## Multi-jurisdictional tax complexity

What taxes need to be withheld? How much? When? Where? What about treaties, double taxation, and filing obligations? When it comes time to pay, you need quick answers to these questions in relation to all the jurisdictions in which you have – or have had – mobile employees.

## Process challenges

Implementing and administering incentive compensation programs on a global scale is difficult enough for a static workforce. Add mobile employees into the mix and you introduce an extra layer of complexity – you need to bring together data from multiple sources to facilitate execution by numerous stakeholders all while providing timely settlement of the incentive, and a clear understanding of tax obligations and net pay to your employees.

## Risks of non-compliance

Risk management is at the top of virtually every company's agenda. Risk is not limited to tax, penalties, and interest – it can also extend to your reputation, and your employees themselves. While risk in the cross-border context is not likely to be eliminated completely, it can be better managed to help avoid uncertainty in the future.



# What you GET

KPMG LINK Global Equity Tracker (GET) is a web-based tool for tracking, reporting, and managing the compliance obligations associated with the delivery of incentive compensation to mobile employees in multiple jurisdictions. It's broad ranging and advanced functionality reduces complexity, while providing consistency, accuracy, and transparency, putting you firmly in control.

## End-to-end management

GET supports end-to-end management from initial data collection to provision of clear output to internal and external stake-holders including payrolls, share plan administrators, finance, tax, and employees themselves.

## Global scope

GET goes far beyond the proverbial 80 percent solution – our goal is total automation and is backed by a commitment to cover any type of incentive arrangement and every jurisdiction our clients require – currently more than 140 countries.

## Relevant application

GET is a flexible and scalable application. Flexibility enables GET to be configurable to your particular needs and scalability means that we are ready to get your compliance processes up and running quickly no matter where your process stands currently or the size of your global footprint.

## Backed up by KPMG

Your KPMG GET team has the experience and the commitment to quickly establish where you are today, where you need to be tomorrow, and how to get there. GET is also part of KPMG LINK Work Force's comprehensive suite of technology, easily linking reporting and workflow tools to help manage the unique needs of each company's mobile employee population.

# No borders. No worries.

GET is more than a system which provides payroll instructions. Our technology was developed with the end-to-end process in mind, and we have incorporated unique features to add value while reducing time and expense.

## GET payments right

Manual processes and “practical” positions cause delays and increase costs, some of which may not be obvious. For example, it is easy to simply apply a top marginal rate, but this can result in cash flow issues and additional tax filing obligations which increase costs and can frustrate your employees. GET provides real-time cross-border payroll instructions with advanced functionality so your employees receive their incentives timely and accurately.

## GET flexibility

No two companies are the same and virtually each employee move is unique. This is why we built GET to facilitate configuration to company specific positions and to eliminate system limitations in respect of complex employee scenarios, whether related to jurisdictions or mobile employee policies. This will allow you to know the cost of your process and to avoid costly and timeconsuming software customization and/or professional intervention.

## GET continual improvement

KPMG’s Global Mobility Services practice take a holistic approach to each implementation the practice undertakes, working to provide total support at every stage of the process and offering guidance and clarity throughout. We don’t just stop after implementation. We are committed to continual investments and enhancements, sharing enhanced functionality across our client base. This means that your process will remain current and relevant.

## Lighting up the road ahead

What does this mean for you? The answer is quite simple: GET provides peace of mind and can also help save your company time and money. Contact KPMG's Global Mobility Services practice to find out why three of the five largest US companies and five of the ten largest Swiss companies use GET.



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