



Moving employees around the world takes planning

**We can help you project and
quantify your mobility costs**

KPMG LINK Cost Projector
Powered by KPMG LINK Work Force



Project,
quantify,
review and
report on 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 Cost Projector (Cost Projector) provides immediate, accurate cost assessments in a single, online 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. 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 considered. Cost Projector breaks down these costs and associated taxes in easy to understand summary reports enabling fast, accurate assessments of all assignment allowances.

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 your program and assignments. 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.

Cost Projector is backed by KPMG's Global Mobility Services (GMS) practice comprised of more than 4,000 professionals in 148 countries who bring together a wealth of tax, technology, immigration and mobile administration services to help make managing a global workforce easier, safer and more efficient. The scale and scope of GMS professionals' knowledge spans the world with diverse, experienced teams working closely to provide personal service on a global scale.



Calculating the cost of international assignments

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 an organized and logical input workflow, enabling users to quickly leverage the system to create dynamic projections that include an unlimited number of custom allowances with configurable taxation and proration for each.

Automated and timely

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 80 countries and jurisdictions as well as a generic module for manual input of tax rates for non-standard countries.

Each of the 80+ countries and jurisdictions is updated at least once annually, or when any significant tax law changes occur. 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.

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.

Enhanced finalization also helps ensure that no changes are made to projection files after sign-off.

Report ready

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

Cost Projector includes three summary report styles, detailed home and host reports, hypothetical tax and other reports for easy analysis.

In addition, single-year hypothetical tax calculations can be generated, showing take-home pay and accounting for all current year amounts.

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.”

— **Adrian Anderson**
Partner, GMS Technologies
KPMG in the US

Any country, any time

Cost Projector includes tax and social insurance logic for more than 80 countries and jurisdictions. 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.

Taxability for each allowance item can be further configured creating granular, accurate projections for any country in the world.

Global reach, local know-how

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

Cost Projector’s 80+ countries and jurisdictions 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.

In addition, strong, local tax resources are available as needed to answer complex tax questions or insight on Cost Projector data entry.



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