



# Payroll expert - more than payroll processing

Accounting & Payroll Services



Changing laws, working and compensation models increase the complexity of your payroll. These challenges lead to questions in the daily business even when you already have a well-functioning payroll process in place. KPMG's payroll experts work with you to unravel the complexities, implement practical and proven solutions to overcome your challenges and help you manage your payroll more effectively.

A KPMG payroll expert is dedicated to you to advise you whenever necessary so you can solve day-to-day challenges with well thought out solutions.

## Your challenges and our support

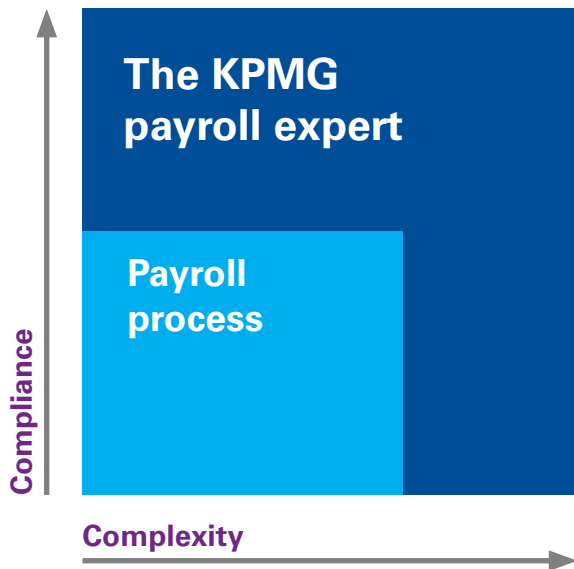
Our services are flexible and tailored to your needs. We offer customized solutions based on the best practice applicable.

### What to consider

- Do you need additional advice on how to handle specific compensation in your payroll?
- Do you need access to specific know-how and expertise on social security insurance and withholding tax (national and international)?
- How can you fix the payroll if some compensation or benefits in kind are missing?
- Is payroll non-compliance a concern?
- Do you need support in view of a social security insurance or tax audit?
- Are you wondering if the salary certificates issued to employees comply with the law?
- What are the employer's obligation for payroll?
- Do you regularly assess whether employees are affiliated to the right social insurance system or not?
- How do you resolve the issue if some foreign employees are not affiliated to the withholding tax regime?
- What are the challenges of shadow payroll?
- Is the employee at least covered for the minimum social insurances?

### Our services

- Daily support for any payroll questions
- Advice on social security issues on a local and international level
- Advice on taxable and non-taxable items regarding withholding tax on a local and international level
- Implementation of tax rulings into the payroll
- Review of the compensation to ensure compliance with social security and withholding tax requirements, including a final assessment report
- Support for assignments abroad
- Affiliation of the employees and/or employer to the local authorities (social security insurance and withholding tax)
- Analysis of the employee situation to determine whether the employees are affiliated to the right country regarding social security.
- Request and support for certificate of coverage or A1 form
- Set-up of shadow payroll
- Support and implementation regarding insurance coverage/contract related to social insurances



#### Why the KPMG payroll expert?

- Flexible budget - advices are charged on the time spent and depending on your needs
- One single point of contact
- Deep expertise in payroll on a local and international level
- Access to different experts with deep expertise such as immigration, tax, social security
- Multidisciplinary approach
- Improve payroll efficiency
- Improve payroll compliance

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