



Work anywhere, together while staying compliant

**Our managed service solution to ensure
your cross-border work compliance**



**Working together from anywhere
can mean working from different
countries. Our integrated solution
helps you to establish effective
cross-border work arrangements in
a legally compliant way.**

The challenges

The trend towards remote and flexible working has accelerated exponentially. Depending upon the degree of flexibility, virtual collaboration concepts include cross-border work arrangements where the employee can choose to work – permanently or temporarily – from another country.

While this approach is beneficial to increase an employer's attractiveness, to expand the global talent pool and to access critical knowledge, ensuring compliance with complex national and international regulations remains a critical aspect for a successful implementation. If compliance requirements are not met, this may lead to serious consequences for both the employees and the company.

Our recipe to ensure compliance for the mobile workforce is simple: you inform us, we **track, assess** and **mitigate compliance risks**.

Our managed service solution

Our integrated and holistic solution enables your employees to "Work anywhere, together" (WAT). Based on your company profile, policies and defined target population, you can simply grant your employees authorization for KPMG's WAT managed service solution. Our specialized and trained WAT experts take care of the rest. This includes e.g. an employee briefing on your policy, as well as dos and don'ts to create awareness and prevent compliance exposures.

Additionally, we offer:

- Access to our support hotline for urgent questions
- Access to our global tracking & monitoring technology to create transparency and identify compliance risks
- A risk assessment and risk mitigation process to ensure full cross-border work compliance

Our compliance solution in four steps:



Simple authorization process

By placing an order via our free-to-use and leading case & workflow management tool, you can grant the employee authorization for KPMG's WAT services.



Briefing and hotline

Within two business days your employee receives a notification with access to our WAT landing page together with an invitation to our briefing call. To provide ongoing support, the employee also gets access to our hotline service.

- ✓ Direct hotline for support
- ✓ Clear instructions on how to mitigate compliance risks
- ✓ Information and instructions on our main tools



Global monitoring

We track the working time, location and activity of your employee to match this information against our risk assessment logic to identify compliance risk exposures.

Tracking of:

- ✓ Work time
- ✓ Work location
- ✓ Activity performed



Risk mitigation

Employees exposed to compliance risks will then be given authorization for an individual risk assessment and all relevant risk mitigation steps.

- ✓ Focus on employees with high risk exposure
- ✓ Effective individual review covering tax, employment law*, social security and payroll support such as allocation of workdays
- ✓ Standard tools and automated risk mitigation solutions available
- ✓ Full control and insights

Ideally positioned for you

Our managed service solution supports you in the implementation of a compliant and effective “Work anywhere, together” strategy.

We can consult you further on:

- The diagnosis, definition, design and deployment of your WAT strategy
- Company-specific risk assessment solutions including PE analysis
- The design and implementation of WAT policies and efficient internal compliance processes
- Automation potential, technologies and tools

We are looking forward to making your WAT strategy a success.

Note.: * Legal services are provided by KPMG Law Rechtsanwaltsgesellschaft mbH.

Contact

KPMG AG
Wirtschaftsprüfungsgesellschaft

Thomas Efkemann

Partner, Tax
Global Mobility Services
T +49 621 426-7629
tefkemann@kpmg.com

Ingo Todesco

Partner, Tax
Global Mobility Services
T +49 211 475-6242
itodesco@kpmg.com

KPMG Law
Rechtsanwaltsgesellschaft mbH

Thomas Wolf

Partner, Law
T +49 30 53019-9300
twolf@kpmg-law.com

www.kpmg.de

www.kpmg.de/socialmedia



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