

Our services – incentive programs

We provide full assistance with design, implementation and analysis of incentive programs. We have extensive experience of implementing incentive programs that attract, retain and motivate employees in a tax-efficient way.

We have carried out more than 100 incentive programs for companies of varying sizes and needs in recent years. Our experience includes businesses of all kinds, from listed multinational companies to smaller owner-managed companies.

Our extensive knowledge of taxation, valuation, accounting and design of incentive programs is why we are successful in leading and coordinating the implementation of incentive programs.

We have a global presence and knowledge of the rules around the world through KPMG's global network.

Our services:

Analysis	Analysis of your company's situation and needs. Based on the analysis we identify the most suitable incentive program for your company.
Project management	We coordinate the design and implementation of the incentive program. Letting us take care of project management lets you focus on the business while we liaise with lawyers and other advisors and make sure that the incentive program is implemented as scheduled.
Incentive program design	We design and describe appropriate incentive programs suitable for your company's situation and needs. We propose the method and principles for salary-based incentive programs that are tightly linked to the outlined strategy and vision of your company.
Assistance in the decision-making process	We present proposed incentive programs and prepare material to be used in the decision-making process for the board of your company, stakeholders, remuneration committees, etc.
Tax analysis	Analysis of the tax, social security and reporting consequences of the incentive program for both the employer and the employees. Review of the terms and conditions of the incentive program from a tax perspective.
Accounting analysis	Analysis of accounting and financial reporting of the incentive program.
Valuation and calculations	Company valuation, fair market valuation of options, shares and other financial instruments, i.e. the price at which an independent financial investor would be willing to acquire the company, options or shares. We prepare calculations showing the costs and the benefits of the program for both the employer and the employee and example calculations for various scenarios.

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Information material

Written information material such as information brochures for the employees and the employer on how the incentive program is taxed and should be reported. We also arrange information meetings with employees, HR department, payroll department, etc.

International considerations

If the incentive program covers different countries, we assist with international issues such as tax implications, accounting, social security charges, etc. We have a global presence and knowledge of the rules around the world through KPMG's global network.

Tax return assistance

Full assistance with the preparation of your employees' tax returns or instructions on how the incentive program should be reported in the tax return as well as instructions to payroll on how to report the incentive program correctly to make sure that you as an employer and the employees are fully compliant.

Business network

We have a business network for contractual and other legal issues relating to the incentive program that we are happy to make available to you.

Updates

Ongoing updates of relevant material to keep you updated on current legislation.

Follow-up and Help Desk

We assist with evaluating, adjusting and improving the whole process. We provide daily support to the payroll department, HR department, employees, etc.

Global Equity Tracker (GET)

We offer you a web-based tax tool for tracking, reporting and managing the tax compliance, social security charges and withholding obligations associated with the delivery of incentive based compensation to a global workforce.

Legal processes

We offer qualified consultants with in-depth knowledge of tax law to assist in legal processes.



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