

**TransferMate**  
GLOBAL PAYMENTS

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Global Payroll  
Association

# How to De-Risk International Payments in Global Payroll

JUNE 4<sup>th</sup> 2020

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## *House-Keeping*

- Live-streaming and recording
- Type your questions in the Q&A box
- Slides and recordings will be available at the end of the webinar on the GPA Website



# Meet our Panel



**Sara Savidge**

CRO TransferMate

Over 25 years experience in payments & banking  
Responsible for the development & execution of  
the global Go-To-Market strategy for TransferMate.



**Kelly Williams**

Strategic Sales TransferMate

Responsible for driving customer excellence and  
managing client relationships at TransferMate.

# Meet our Panel



**Ruairi Kelleher**

CEO Immedis

Responsible for corporate direction, strategy and M&A activity at Immedis

Focussed on enabling leadership team to drive innovation in international payroll through our cloud-based payroll technology.



**Rick Hammell**

CEO Elements Global Services

Founder & CEO of Elements Global Services.

Elements Global Services has become one of the fastest growing, risk diverse and high profit Employer of Record service providers in the sector.



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# 01. Local Restrictions & Legislations

# Local Restrictions & Legislations

1. Key payroll considerations in new or challenging markets
2. Differences between major, minor and exotic currencies
3. Recommendations for payment processing of exotic currencies
4. Which countries/locations are most challenging



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## 02. Dealing with Challenging Banking Infrastructure



# Challenging Infrastructure

1. How employment laws and in-country regulation determine how you pay employees
2. Foreign and local bank accounts
3. How to keep an EU Payroll team keep up to date and compliant in multiple locations
4. How does income tax and VAT, respectively, affect employees when making payments internationally?

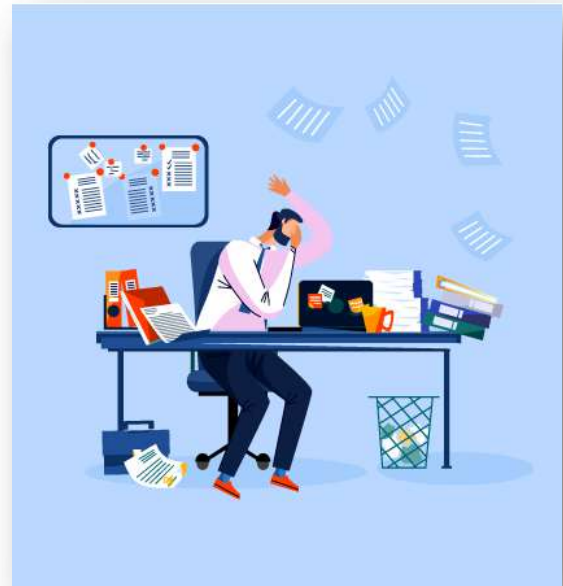


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## 03. Settlement Options: What's right for you?

# Manual Internal Process

1. Efficient settlement methods for payroll payments
2. Lessons learned from transferring international payments





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## 04. Missing / Delayed Payments?

What to do when things go wrong.

# Time Sensitivity

1. Time impacts of foreign payments on the payroll cycle
2. Which methods can save time
3. Advice on managing escalations when payment errors occur



# Audience Poll

What are your main challenges with international payroll?

**A**

Paying into exotics

**B**

International tax authorities

**C**

Local legislations

**D**

Unexpected fees

**E**

Missing / delayed payments



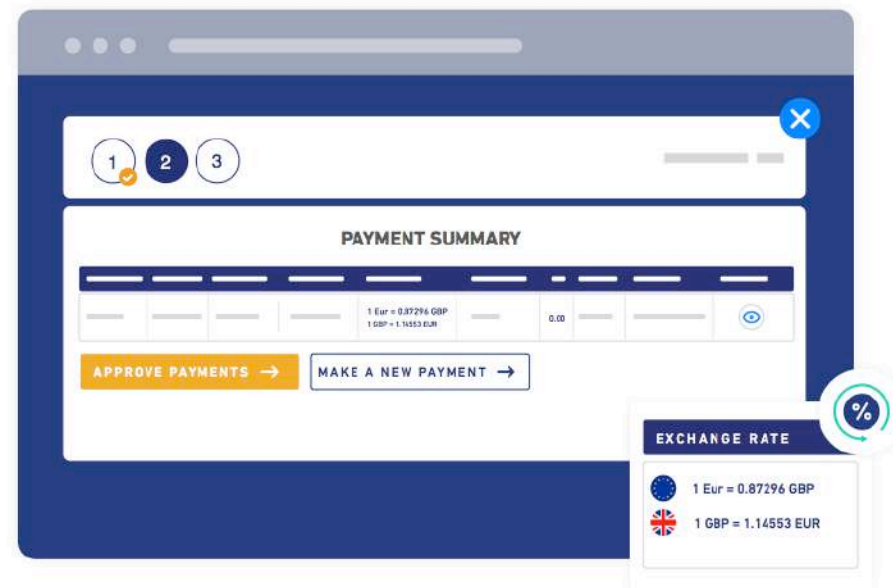
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## 05. What's the Alternative?

A different approach to global payments

# What's the Alternative?

1. What to consider when choosing a payroll payment partner
2. How technology can link payroll and payments
3. Advice for Head Office with multiple entities



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# Questions



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THANK YOU