



TransferMate

GLOBAL PAYMENTS

GPA WEBINAR

APRIL 2020

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

PAYROLL CONTINUITY IN A CRISIS

How to make your international payments process more cost-effective and reliable

Gary Conroy

- TransferMate's Chief Product Officer
- More than 20 years in banking and payments
- Committed to simplifying B2B cross-border payments
- Previously Managing Director of Realex Payments



Traditional International Payroll Industry

Complexity becomes greater when dealing internationally:

Payroll calculations

- Withholding and Income Tax
- Social Insurance and Deductions

Reporting and Compliance

Tax Payments to Authorities

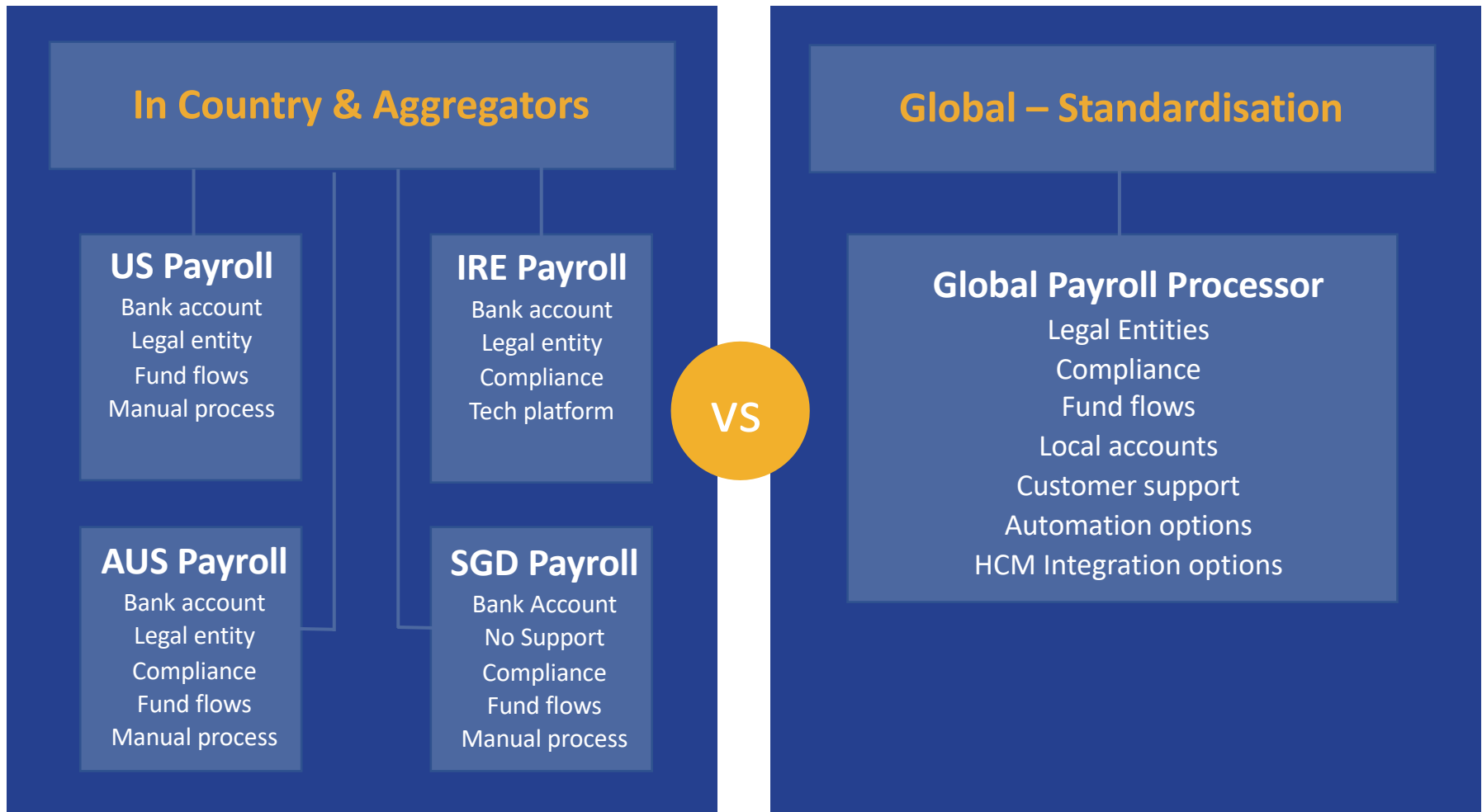
Payroll Delivery

- FX capability
- Local delivery with no deductions
- Timings / Value Date

Payroll processors account for 40% of all payroll payments in the US

[Source: CFO.com](#)

In-Country / Aggregator vs Global Processor



COVID-19 Fiscal Supports

Fiscal Measures / Funding Payroll:

- [Paying your employees](#)
- [Sick pay](#)
- [Support for the self-employed](#)

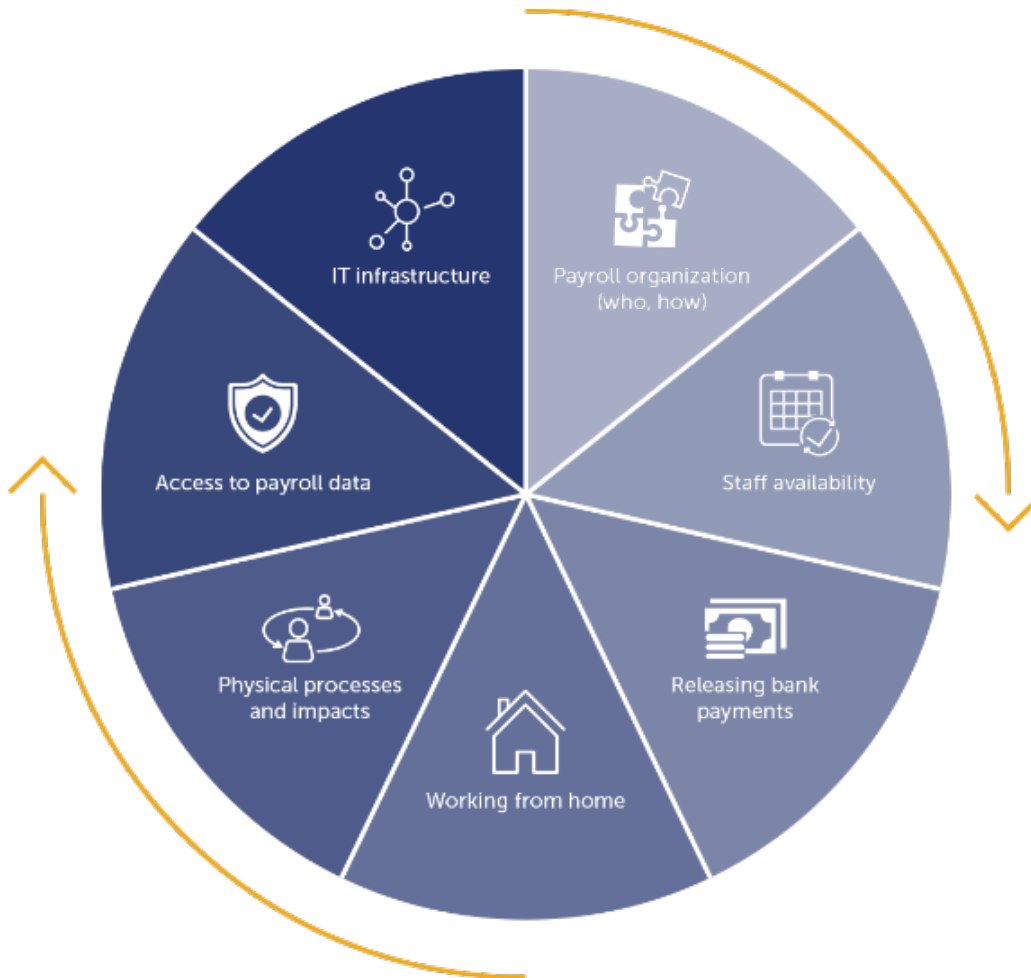
Other financial supports

- [Defer tax payments](#)
- [Business rates relief](#)
- [Business support grant funds](#)
- [Support for businesses](#)

For companies operating in different jurisdictions, each has its own environment related to COVID-19.

<https://www.uschamber.com/international-affairs-division/covid-dashboard>

COVID-19 Lockdown BCP



“The use of physical files and forms, signing and distribution, mass printing, and using bank checks for employee payments may not be possible in the working from home scenario.”

Audience Poll

What are your main challenges right now with payroll?

**A**

Lockdown / Remote working

B

Volatile payroll providers

C

Information / obtaining assistance

D

Unexpected fees due to process changes

E

Business environment / cash flow

INTERNATIONAL PAYROLL PAYMENTS

Simplify, Streamline, Control

Streamlined International Payroll

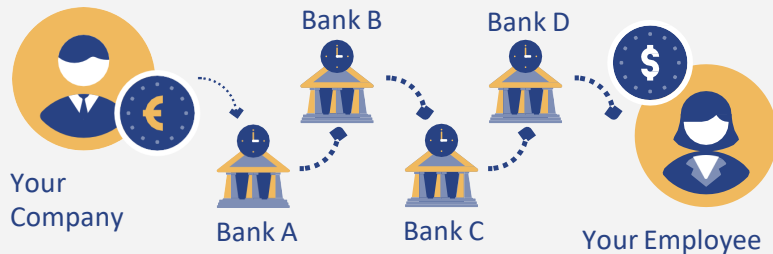
- Fund from existing currency
- Eliminate bank account maintenance
- Globally standardised processes
- 100% accuracy - full value, received on value date
- Automation and tracking
- Compliance

The cost of payroll leakage is as high as 2.5% of total labor cost.

[Deloitte](#)

International Wires vs. Local Transfers

International Wires



Multiply the above by the # of countries with international employees

- × *Time delays*
- × *Multiple parties in critical path*
- × *Handling fees*
- × *Reconciliation issues*

VS

Local Transfer



- ✓ *Same-day transfer*
- ✓ *Transparent tracking*
- ✓ *Zero international wire fees*
- ✓ *Amount billed = amount received*

Benefits to You



Managed International Payroll



Dramatically reduces administration for your staff



Reduced funding cycle & receipt confirmation



Zero international bank charges, full salary received on value date.

QUESTIONS

Thank you

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