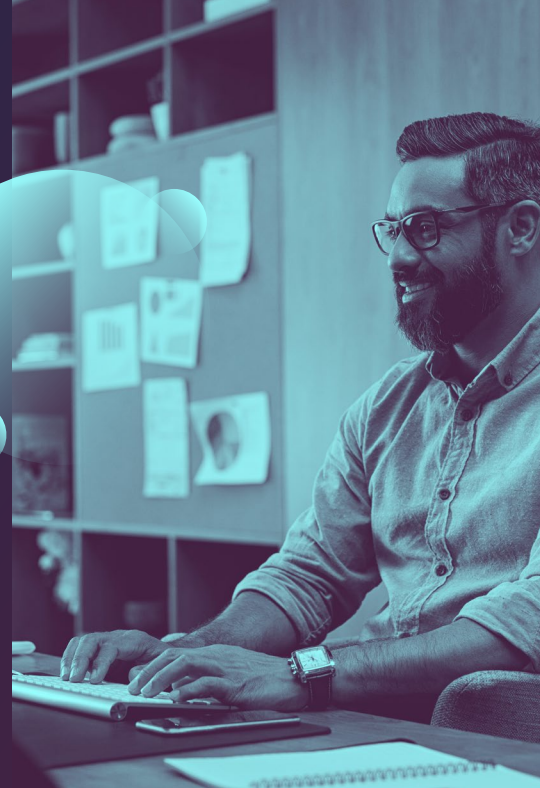




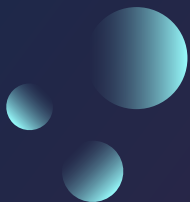
SAFEGUARD
GLOBAL

Global payroll partner vs. vendor

Do you have the right payroll
relationship for your business?



Fully capitalizing on the promise of global payroll requires the right relationship.



For organizations with employees around the world, payroll is more than just a tactical business function. Yes, pay and benefits must be distributed accurately, on time and in accordance with local regulations. But because of the breadth of insights to be gained from its data—including eye-opening analyses on global labor costs—global payroll can also be a strategic business advantage.

Does your business have a vendor that's focused only on the here and now, or a global payroll partner who adds real value and helps you evolve?

Use the questions and considerations on the following pages to help evaluate the true nature of your current payroll relationship.

1



Can you count on proactive guidance?

SOLUTIONS FOR ANY SITUATION

When a company's structure changes through growth, merger or acquisition, adding employees from new countries can introduce complications to payroll legacy systems. A global payroll partner can recommend alternative solutions—before issues arise—to ensure all new employees are paid correctly and compliantly.



PARTNER

Helps you **make courageous decisions** by offering relevant, proactive advice on emerging products, services or changing marketplace conditions



VENDOR

Is reactive, fulfilling requests or changes as they come

2



Is your relationship at the local level?

CALM AMID CHAOS

Successfully managing payroll in a multinational company means you're able to mitigate risk despite wildly varying political and regulatory climates. A global payroll partner can help you be prepared for legislative, cultural or other local changes that may have an impact on compliance.



PARTNER

Engages you in **in-depth, strategic conversations**, from both an organizational perspective and locally, so you don't get blindsided by external forces large or small



VENDOR

Communicates within the confines of a predetermined project or scope of service, which may not include local expertise

3

Are your existing internal resources leveraged and elevated?



PARTNER

Enables innovation at your company by **bolstering current resources** and giving employees the capacity to explore new solutions that advance business goals

A MORE STRATEGIC HR TEAM

Regardless of whether payroll reports into HR or it's in a separate department, payroll and HR are inextricably linked. A global payroll partner capable of integrating with your HCM enables efficient, intelligent payroll data to help inform HR initiatives that bring strategic value to the organization, including talent forecasting and predictive recruiting and training.



VENDOR

Operates separately from your resources, and only according to clearly defined parameters—often, there's no room for creativity

4



Are KPIs and successes shared?



PARTNER

Makes **transparency a priority** and supports regular KPI reviews and constructive feedback to foster trust and reveal when changes are needed



VENDOR

Has clearly defined functions, which can feel like a line in the sand rather than a collaboration

NO BLAME GAMES

Because of the complexity of multinational payroll, audits or other reviews may unearth issues that neither party could have predicted. A global payroll partner who shares responsibility for both successes and failures will correct course wherever needed. This can include a cadence of in-person meetings or workshops in local countries to ensure everything is back on track.

5



Is your company's best interest at the forefront?

YOU GET THE LAST WORD

Change is to be expected, especially when it comes to managing multinational payroll. It's a problem, however, when major changes such as service or platform migrations are forced upon you, causing disruption to your already complex operations. A global payroll partner doesn't take your relationship for granted and ensures you have the last word on important service changes.



PARTNER

Knows their own success is tied to yours and **evolves with you** to meet your changing needs



VENDOR

Has a rigid view of what your best interest is—only if your needs fit into their box of offerings, then they'll serve you well



Which best describes your payroll relationship?

Gaining a strategic advantage from multinational payroll and its data takes more than just a vendor—it requires a **true partner**.

If it's time to rethink your vendor and learn more about the value your company can gain from a global payroll partner, visit:

safeguardglobal.com/GMP



PARTNER



VENDOR