



Crowe HR Services
Global HR



Working with expats? Do you need overview and coordination for international payroll of other HR services?

With our Global HR services in the field of Technology, Advisory and Support, we advise and assist you as an international customer. We do not do this alone. We work closely together with our 40,000 Crowe Global network colleagues in more than in 145 countries, in the Netherlands or abroad. We use smart technology. As a result, information can be easily and securely shared with employer and employees. And you as a customer have a good understanding of the various aspects concerning your international employee population. By combining all our services, we offer a real “one-stop-shop solution”.

Our services focus on the following themes:

- **Global Mobility**
Everything you or your employee need in the context of cross-border work, such as: employment contracts, expat tax regime, A1 statements, income tax returns for expats, etc.
- **Global Payroll**
Everything you need for a coordinated payroll administration in different countries
- **Global Payroll & HR**
Coordinated payroll in different countries in combination with HR support
- **Global Technology**
All supporting tooling and data analytics such as HR software, Payroll software and our Smart Analytics portal

Specialists

Rens van Oers 

Partner Global HR

+31 (0)6 - 30 70 94 20

r.oers@crowefoederer.nl



Roeland van Esveld 

Partner Global HR

+31 (0)6 - 13 96 89 83

r.esveld@crowefoederer.nl





Global Mobility

When employees are working cross border, this will bring a new dimension to the potential employer's and employee's obligations and compliance requirements. This is not only linked to various types of legislations regarding employment law, tax, social security and pension, but also relates to the employer's duty of care. Obviously, in most cases business comes first and HR, payroll and/or global mobility professionals will have to make sure that the employers' and employees' position is optimized and that all (compliance) risks and opportunities are covered. The international Crowe network has worldwide coverage and 40,000 Crowe colleagues in more than 145 countries can and will assist you based on your specific needs.

Crowe Foederer Global Mobility services

At Crowe Foederer we always say "Smart Solutions, Lasting Value". Being smart means that the right information is available, correctly understood and transformed and incorporated into practical processes with clients, which is the added and lasting value. This all should be done in a timely manner based on proven best practices within the market. At Crowe Foederer we do not only have the knowledge that is needed for this, but also the required sense to think from a client's perspective and incorporate that within our service delivery and technology tools offered. Our advisory and compliance services cover all aspects of employer's and employee's requirements in any cross border employment situation, as the below (not limited) list of examples of these services demonstrates:

- Tax and social security calculations and advice;
- (International) payroll services;
- Annual individual Income Tax Return services;
- A1 Certificates /Certificate of Coverage requests (applicable social security legislation);
- Requests 30%-ruling (for expats);
- Dutch employment agreements;
- Posted Workers registration;
- Assistance with regard to (inter)national pension schemes;
- Optimizing (inter)national remuneration policy/package;
- Immigration services (visa and permits);
- Relocation and management.

The above aspects are all specialisms on its own. At Crowe Foederer and together with our Crowe Global network we are able to assist clients with each of these individual services separately or within a combined approach offering the required set of services fully integrated and our specialists working together as a team. Our services are using and partly based on technology specifically created on behalf of Crowe clients. For instance Track my Trip and integrating various global mobility services and products into our payroll and HR technology solutions offer great reporting and management tools for HR or Global Mobility managers/directors helping to identify risks and opportunities within the global mobile workforce of a company.

We will be pleased to discuss your global mobility needs and to provide you with our fee quotes with regard to (part of) our global mobility assistance.

Rens van Oers 

Partner Global HR

+31 (0)6 - 30 70 94 20

r.oers@crowefoederer.nl



Roeland van Esveld 

Partner Global HR

+31 (0)6 - 13 96 89 83

r.esveld@crowefoederer.nl





Crowe

Global Payroll

If you employ staff and are required to do payroll administration, Crowe is the right place for you. With our Smart Payroll approach we offer you a tailor-made package, where you choose the service that suits your organization.

Our approach focuses on a digital data exchange, collecting all data that is relevant to:

- Correct processing of the payroll;
- Exploiting cost savings;
- Identifying risks;
- Advice on relevant themes.

Active monitoring of your data enables us to timely provide you with upcoming action points, such as

- The expiry of a temporary contract;
- Making use of the subsidy possibilities;
- Changes from the collective labor agreement;
- Optimal use tax facilities like the free space of the WKR.

Rens van Oers 

Partner Global HR

+31 (0)6 - 30 70 94 20

r.oers@crowefoederer.nl



Roeland van Esveld 

Partner Global HR

+31 (0)6 - 13 96 89 83

r.esveld@crowefoederer.nl





Crowe

Global Payroll & HR coordination

Does your organization operate internationally and do you have to deal with various international laws and regulations on a daily basis?

Crowe HR Services is your experienced partner in international payroll and HR-services. As an international company, you can rely on our unique combination of an international framework with local country expertise. Crowe Global HR offers companies, operating in more than one country, a standardized level of service for all their payroll, HR, tax and legal requirements.

Scope of services

Crowe HR Advisory works closely together with our global partner offices in each country. The Crowe partners provide local knowledge and a high level of expertise and service based on local legislation. All the Crowe partners have a track record in providing clients with:

- Payroll Services, additionally we offer the online HR & payroll software: Nmbrs®;
- HR Services, additionally we offer the online HR software Daywize;
- Ad-hoc advise (like Compensation & Benefits);
- Complex Global Mobility subjects (like cross border employment).

Save time and money

Instead of dealing with multiple payroll providers in each country, you can rely on our trustful partner network who takes care of your entire payroll processes and all your HR related questions. Our solution provides you with: one point of contact, one single contract, one offer.

Are you curious about our Global Payroll and HR coordination? Contact us for more information.

Rens van Oers 

Partner Global HR

+31 (0)6 - 30 70 94 20

r.oers@crowefoederer.nl



Roeland van Esveld 

Partner Global HR

+31 (0)6 - 13 96 89 83

r.esveld@crowefoederer.nl





Crowe



Global Technology

HR Software

Do you want to digitize your international HR processes and bring them together in one environment for both HR and your employees? With Daywize Cloud we offer a broad e-HRM solution. All personnel matters come together in Daywize Cloud in one environment. Daywize Cloud has a wide range of specialist functionalities. Whether it concerns leave and absenteeism management, recruitment, talent development, personnel administration or the HR cycle. The management of a Dutch or international payroll also runs smoothly via Daywize Cloud. With a digital HR environment you also lay the foundation for a data-driven HR policy.

Smart Analytics portal

Do you want to generate more insight into the HR data within your organization? With the Smart Analytics Portal, the data of your workforce becomes visually transparent. The Smart Analytics Portal gives you insight into the data of various HR processes, helping you to implement a strategically data-driven HR policy. The Smart Analytics Portal can be connected directly to customers who work with Daywize Cloud.

The portal gives you insight into absenteeism data, data relating to entering and leaving employment, various key figures about your workforce and insight into expiring contracts. Do you have multiple entities? No problem. With the portal, a workforce can be compared on organizational units, location, departments, positions, gender and age. The portal is interactive and adapts directly to your filters. This allows you to perform in-depth analyzes in your data.

What makes the Smart Analytics Portal unique?

- You can generate and analyze interactive overviews;
- It is possible to create different benchmarks;
- The portal can be linked to Daywize Cloud within 24 hours;
- All information is available in a Cloud environment;
- You obtain predictive data with an eye to the future.

The Smart Analytics Portal gives you insight into control data, in order to set and monitor concrete goals.

Want to know more about our Smart Analytics solutions? We are happy to give a demo to show you the possibilities.

Rens van Oers 

Partner Global HR

+31 (0)6 - 30 70 94 20

r.oers@crowefoederer.nl



Roeland van Esveld 

Partner Global HR

+31 (0)6 - 13 96 89 83

r.esveld@crowefoederer.nl

