



## INTERNATIONAL PAYROLL

We're committed to the big picture! Our international payroll services and software effectively manage the risks and complexities, ensuring that your global business experience is **uninterrupted, secure and accurate**.

Our International Payroll department handles full international payroll outsource, where our staff manages all aspects of your payroll, emphasizing **control, compliance, security and remarkable customer service**.

## PAYROLL SERVICES

### Multi-Currency

We're fluent in handling multi-currency! Employees can have multiple currencies on the same check.

### Reporting

Check Register and Ad-hoc payroll reporting in multiple currencies.

### International Tax Calculations

Process payroll utilizing accurate, up-to-date local tax laws

### International Benefit Offering

We'll do the work with local benefit providers for your local benefit plan requirements.

### International Payments

Produce unlimited currencies to employee bank accounts worldwide.

## MORE SERVICES

### Foreign Currency Management

Our experts effectively handle the complexities of payment to all employees and local tax authorities.

### Global Employee Self Service

Full integration within a single database enabling end-user views of paychecks directly from ESS.

### Entity Setup

Ready to move into new territory? Whether in-country or internationally, we'll help you expand into your next opportunity!

## EXPATRIATES

### Shadow Payroll & Gross Up

Simplified expatriate compensation breakdowns and gross-up calculations for hypothetical taxes.

### Section 911 Withholding

We're well versed in effective calculation of Federal & State withholding based on Section 911 stacking rules.

### Automated Foreign Tax Credit

Reduction of foreign tax paid from US tax withholding calculations.

### Third Country National Payroll

Payment and tax processing for each required country for third country nationals.

### Automated Tax Levelization

Eliminate the need for year end true ups! Our automated levelization recalculates during each payroll to ensure accuracy of payments throughout the year.

### Liaison between Payroll & Tax

Intermediary to facilitate specific employee Expat processing rules.