

# global tax gross-up solution

wing-to-wing compensation support and compliance

Powered by Certino's state-of-the-art technology, our Global Tax Gross-up Solution for host shadow payroll enables wing-to-wing support for your global compensation program while ensuring ongoing tax compliance.

This offering will reduce hand-offs to third-party tax providers while delivering:

- **Accuracy:** designed by tax professionals and updated as legislation evolves
- **Timeliness:** individual calculations performed in sub-seconds
- **Consistency:** driven by automation
- **Availability:** available in nearly 100 countries and growing

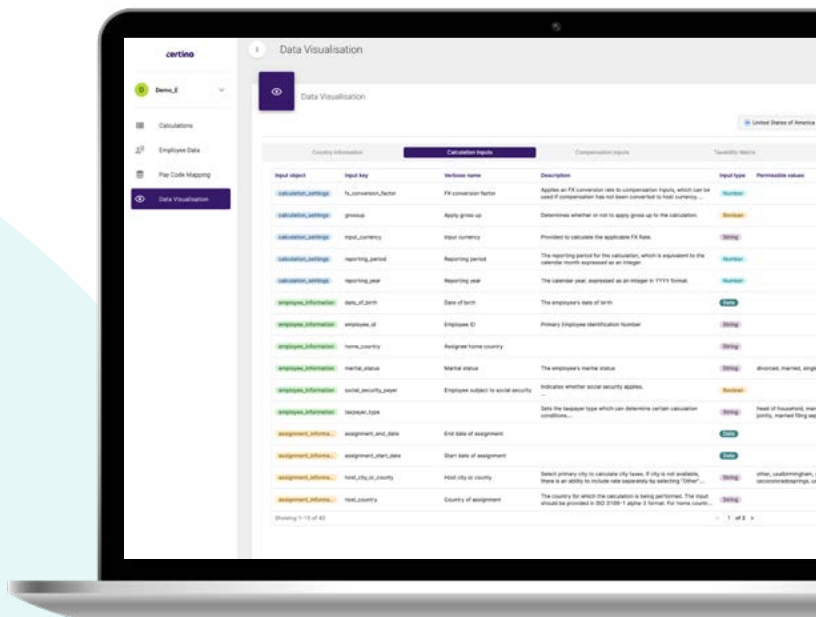
Cartus already acts as a central point of coordination for global assignment-related activities. Now, Cartus becomes the direct initiator, communicator, and payment facilitator of assignment tax-related deliverables, including coordination with your tax provider. With this expanded shadow payroll service, Cartus can provide the following global tax support to our clients (per country):

- Full or partial gross-up compensation (net to gross)
- Configurable data formats, including descriptions and instructions
- Home and host calculations for intra-country, inbound, and outbound employees
- Reporting on taxable expenses, wages, and all employee/ employer payroll tax liabilities
- Seamless implementation
- Tax position discussions by country
- Suggested default positions in the calculator

*Cartus coordinates all of this for you!*

**“By partnering with Certino—the leading provider in automated expatriate payroll solutions—Cartus continues to simplify and improve our clients’ holistic global mobility experience. No other relocation management company currently delivers the in-house global tax gross-up solution that Cartus and Certino’s collective expertise and first-of-its-kind technology enables.”**

—Matt Tebbe, Cartus President & CEO



“Global tax gross-ups are notoriously complex, but with tax costs representing a significant percentage of the total cost of assignment-related expenses, having precise tax gross-ups rather than rough estimates is essential for informed decision-making and effective cost management.”

—Richard McBride, Certino Founder and CEO



**Any client receiving global compensation or accounting services can benefit from our global tax gross-up solution!**

## cartus global compensation services

- Compensation Accumulation and Reporting
- Compensation Administration
- Compensation Ongoing Phase
- Detailed Country-to-Country Cost Estimate
- Distributed Workforce Solutions
- International Budget Forecast Tool
- International Cost Estimator
- Repatriation Compensation Administration

## cartus global accounting services

- Audit and Payment of Relocation and Assignment Benefits
- Customer Reporting (Year-end Package)
- FAR Reporting – Allowable Cost Segregation
- Payroll and Global Tax Firm Reporting
- Third-party Invoicing
- US Tax Gross-up Calculations



**cartus global tax gross-up solution**

For more information about how Cartus' holistic solutions can help your company better meet your talent mobility goals, email [cartussolutions@cartus.com](mailto:cartussolutions@cartus.com).