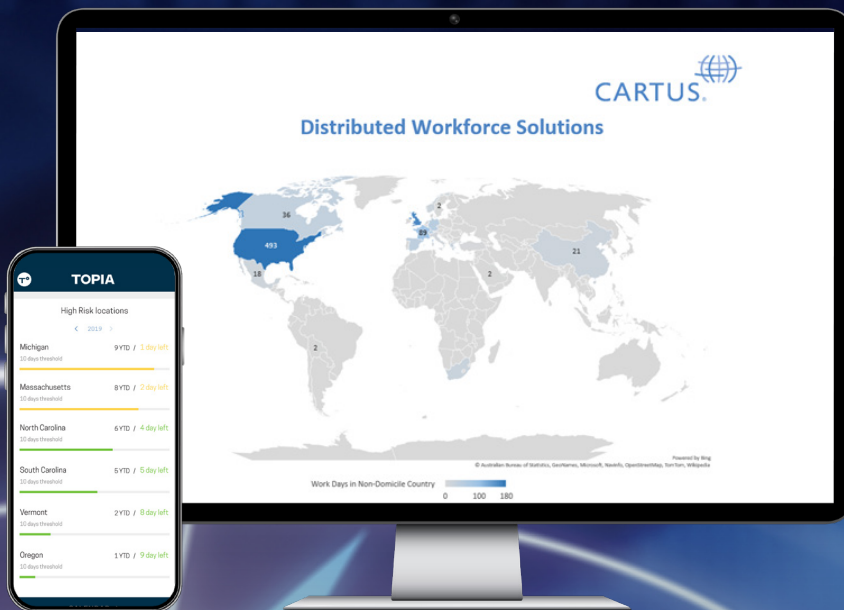




DISTRIBUTED WORKFORCE SOLUTIONS



**KNOW WHERE EMPLOYEES
ARE WORKING**

**IDENTIFY
COMPLIANCE RISKS**

**PROTECT AGAINST TAX
AND PAYROLL AUDITS**

Doing business in multiple states and countries is widely acknowledged as a positive activity and is increasingly necessary for growth and expanding business opportunities. With remote workers and business travelers conducting business across local, state, and international borders, it can, however, lead to costly tax exposures, as employees can create many different types of tax liabilities. This, and the tightening of the regulatory environment (e.g., Brexit and Posted Workers Directive), means that HR, Mobility, Tax, Payroll, and Legal managers must take on new obstacles and navigate within ever-changing regulations that can be challenging to track.

Cartus offers a comprehensive solution to distributed workforce issues, assisting clients in monitoring their employees' global footprint and protecting against tax and payroll audits using state-of-the-art technology combined with best-in-class program management. By utilizing Cartus' expert guidance and support, companies have the opportunity to assess their exposure, rethink their approach, and take control of tax and compliance risks created by talent mobility.

**AUTOMATING
COMPLIANCE
ACROSS:**



Tax



Payroll



Immigration



Regulations

IDENTIFY HIGH-RISK SITUATIONS

Through our end-to-end service delivery and automated, cloud-based solution, Cartus manages your organization's distributed workforce and extended business travelers to identify permanent establishment, immigration, payroll, and other compliance risks.

This solution combines expert guidance, in-depth policy analysis, and innovative technology analysis for a holistic approach to managing relocation, tax, and compliance risks while offering:

- Data collation and analytics
- Solution design and implementation
- Risk assessment and reporting
- Program impact analysis and process refinement

CREATING VALUE FOR EMPLOYEES

Cartus empowers your employees by giving them the tools to manage their mobility experience through a personalized and easy-to-use app, accessible via mobile phone, personal computer, or tablet.

With this new solution, employees can:

- View their travel activity summary through automated emails
- Import travel data, reducing manual input
- Analyze personal tax risk
- Store immigration documents in one location
- Initiate automated assessments for tax, immigration, social security, and other cross-border regulatory concerns

CREATING VALUE FOR CLIENTS

From data collection to risk determination to program impact analysis, Cartus offers support to help HR and mobility teams take action; we ensure all employees can concentrate on their day-to-day tasks, anywhere in the world, knowing their compliance and tracking is in safe hands. Clients also have the ability to use fulfillment vendors of their choice, offering greater flexibility—a key differentiator for Cartus. This solution provides best-in-class technology, and when combined with Cartus' service excellence, the solution is unparalleled in the market.

With this new solution, Cartus supports clients with:

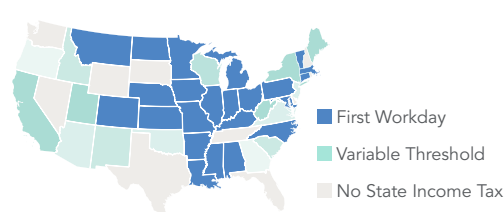
- Identifying employee footprint and travel activity
- Calculation of international and domestic withholding apportionment
- City jurisdiction reporting to identify tax liability reduction opportunities
- Managing permanent establishment
- Schengen compliance
- Pre-trip immigration and tax assessments
- Immigration fulfillment
- Comprehensive reporting and analysis
- Automation of requests, reviews, approvals, and management of remote workers

ENFORCEMENT LANDSCAPE — Visibility into high-risk jurisdictions and business travelers

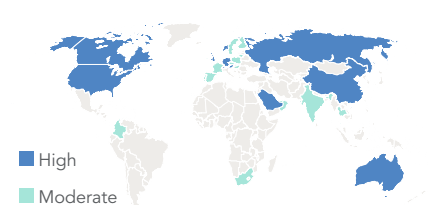
TYPES OF EXPOSURES

-  Permanent Establishment
-  Immigration Compliance
-  Posted Workers Directive
-  Schengen
-  Payroll Withholding

U.S. WITHHOLDING LIABILITY TRIGGER



GLOBAL COMPLIANCE REQUIREMENTS



For more information or to request a demo, contact us today at cartussolutions@cartus.com