



# international assignment compensation services



## What Compensation Services Does Cartus Offer?

### International Cost Estimator

- Self-service tool
- High-level generic estimate

### Detailed Country-to-Country Cost Estimate

- Based upon client policy(s)
- Driven by authorization

### Compensation Administration

- Initial balance sheet
- Assignment-related benefits tied to payroll instruction
- Letter of assignment
- Automated process based upon authorization
- U.S. certificate of coverage

### Compensation Ongoing Phase

- Balance sheet updates
- Salary and family size updates
- COLA updates
- Up to 2 times per year standard pricing (can be modified for more updates if needed)
- Assignment allowance payroll instructions\*
- Tax equalization administration

### Repatriation Compensation Administration

- Final balance sheet
- Repatriation letter of assignment
- Close-out of U.S. certificate of coverage

### Compensation Accumulation and Reporting

- Global compensation accumulation\*
- Including client payroll, accounts payable, travel, and third-party providers
- Shadow payroll reporting
- Reporting provided to client and/or tax firm
- Payroll reconciliation
- Annual year-end reporting
- Fiscal and calendar reporting including early cutoff capabilities

### International Budget Forecast Tool

- Quarterly reporting
- Budget to actual reporting
- Uses most current actuals for forecasting
- Requires detailed country-to-country cost estimate and compensation accumulation and reporting
- Distributed Workforce Solutions
- Monitoring and compliance support for remote, distributed, and traveling workforces
- Full picture of clients' multi-jurisdiction tax, immigration status of remote workers, payroll risks, and regulatory compliance
- Advanced data analytics and action-driven recommendations

For more information on our International Assignment Compensation Services, contact your Cartus representative or email [cartussolutions@cartus.com](mailto:cartussolutions@cartus.com).

