



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 details on our International Compensation Services, please contact your Cartus representative or email cartussolutions@cartus.com.

* Via interface (SFTP) where available