

global, automated tax engine solution (GATE)

an industry-exclusive solution that empowers wing-to-wing compensation support and compliance

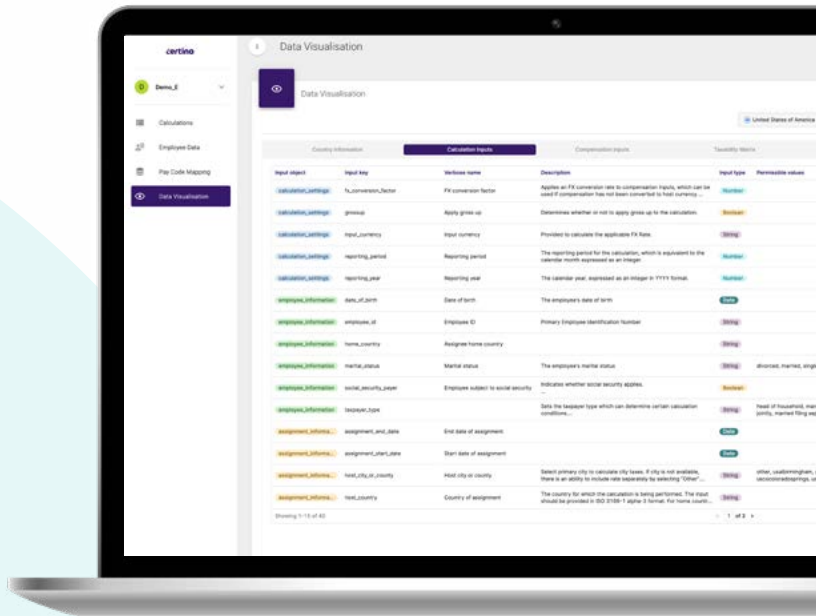
Powered by Certino’s state-of-the-art technology, our Global, Automated Tax Engine solution for host shadow payroll enables wing-to-wing support for your global compensation program while ensuring ongoing tax compliance.

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

- **Accuracy:** designed by tax professionals and updated as legislation evolves
- **Savings:** cost savings compared to Big 4
- **Consistency:** driven by automation
- **Availability:** available in nearly 100 countries and growing
- **Peace of mind:** leave the work to us and rest assured you’re in good hands

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

GATE: global, automated tax engine

“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



Harness the power of Cartus' GATE: Global, Automated Tax Engine solution, powered by Certino. Whether you're receiving global compensation or accounting services, GATE empowers wing-to-wing compensation support and compliance.

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



GATE:
global, automated
tax engine

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