

REMOTE WORK RISK MITIGATION

Looking forward to a post-COVID world, employers must make decisions regarding the level of flexibility they will give employees in where they work. A recent study conducted by Topia revealed that 91% of employees feel they should be able to work from anywhere provided they meet expectations. Closely following high pay, the ability to work remotely is the second most important factor for employees when looking for a new job or choosing to stay at their current company.

Allowing employees to work remotely can significantly benefit employers by:

- opening up talent markets
- attracting and retaining employees
- reducing facilities costs

This can also expose companies to potential risk. How can a company determine whether or not employees are working from where they say they are? If an employee works from another state/country, what are the potential tax or immigration obligations? How and where does an organization need to register if its employees are in a new state/country, and to which new regulations is the company subject?

Organizations today must decide where they allow their employees to work, for how long, and how to monitor and administer new flexible work arrangements.



HOW TECHNOLOGY CAN HELP

While some flexible work policy decisions may be fairly straightforward (e.g., “No working outside your home country for greater than two weeks”), others may be more nuanced (e.g., “You can work from either of these seven states with prior approval from HR”). Mitigating compliance risk for these situations—such as correctly withholding payroll taxes—mandates understanding where your workforce has worked, is currently working, and plans to work at a given time.

Cartus provides an end-to-end solution—which utilizes the latest compliance management technology—that empowers HR, payroll, finance, and compliance teams with an accurate snapshot of their global employee footprints, implications, and expert guidance to help companies mitigate risk. Whether an employee is approaching a time limit within a given location or is not working from their designated location, Cartus’ Distributed Workforce Solutions enable companies to manage their remote workforce seamlessly.

By integrating with an organization’s core systems (e.g., Travel, Tax, HRIS) and analyzing location footprint in real time, Cartus can help companies identify when and for how long employees are working in new locations and empowers stakeholders with the information to take appropriate action.



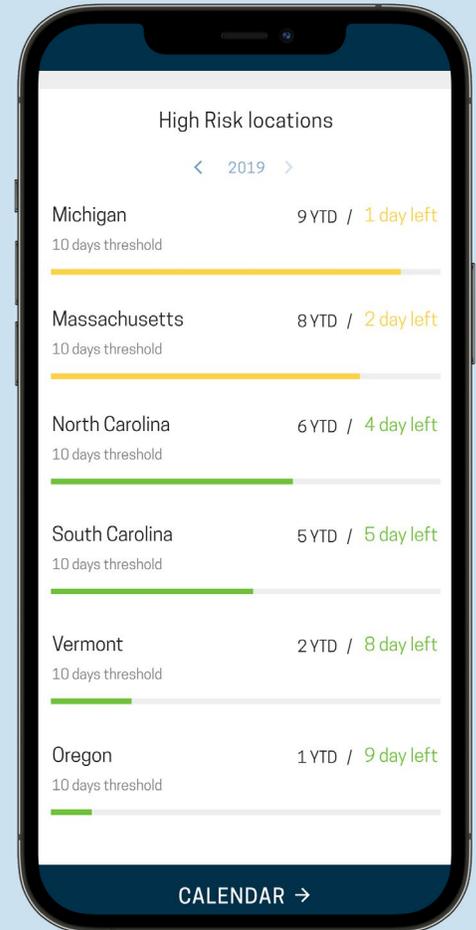
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THE CARTUS ADVANTAGE

The leading technology behind Cartus' Distributed Workforce Solutions seamlessly aggregates, analyzes, and visualizes business travel and remote workforce location to automatically identify and manage risk exposures. Cartus contributes its renowned service excellence and expert guidance by helping organizations manage their objectives and overcome challenges that may arise.

With Cartus' Distributed Workforce Solutions, organizations can:

- Handle employee communications with clarity and ease
- Collaborate strategically with internal stakeholders using real data
- Monitor their global employee footprint at-a-glance via comprehensive reporting packages
- Protect privacy by reporting location at the jurisdiction level only (typically state or country)
- Pick a preferred data source from active monitoring via on-device apps or passive data collection via standard integrations using T&E, travel, HRIS providers, and more
- Analyze past, ongoing, and upcoming employee movement to identify potential compliance issues domestically and abroad
- Customize rules and alerts to reflect the company's risk tolerance
- Access relevant data from robust analytics and reports
- Receive early-warning alerts of growing risks as key thresholds emerge
- Feed results seamlessly into systems and vendors such as payroll or immigration service providers
- Retrieve hard data for greater credibility and effectiveness in the case of audits



To learn how Cartus' Distributed Workforce Solutions can help your organization remain compliant, contact us at cartussolutions@cartus.com.

