

DISTRIBUTED WORKFORCE SOLUTIONS



**LOCATE YOUR
REMOTE WORKERS**

**IDENTIFY
COMPLIANCE RISKS**

**PROTECT AGAINST TAX
AND PAYROLL AUDITS**

In recent years—and increasingly so since the start of the pandemic—the normalization of distributed teams and complex cross-border regulations have created serious compliance risks for companies across the world.

With remote workers and business travelers conducting business across local, state, and international borders, and the tightening of the regulatory environment (e.g., Brexit and Posted Workers Directive), compliance has become extremely difficult to manage. HR, Mobility, Tax, Payroll, and Legal managers must take on new obstacles and navigate within ever-changing regulations that can be challenging to track.

**AUTOMATING
COMPLIANCE
ACROSS:**



Tax



Payroll



Immigration



Regulations

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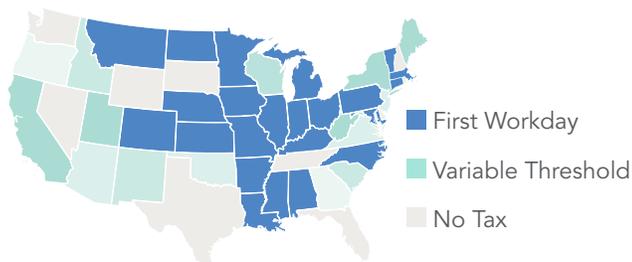
ENFORCEMENT LANDSCAPE

Visibility into high-risk jurisdictions and business travelers

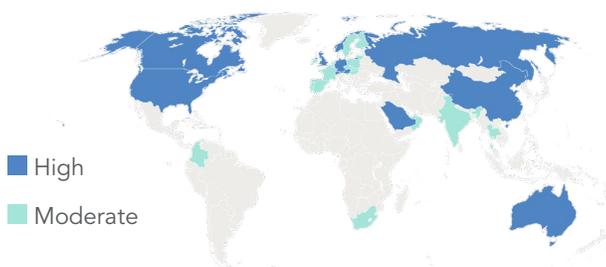
TYPES OF EXPOSURES



U.S. WITHHOLDING LIABILITY TRIGGER



GLOBAL COMPLIANCE REQUIREMENTS



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 white-glove service and in-depth policy expertise and analysis with innovative technology 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 CLIENTS

From data collection to risk determination to program impact analysis, Cartus manages the wing-to-wing process so clients and their employees can focus on their core work and avoid a lengthy learning curve. 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 assessments
- Immigration fulfillment
- Comprehensive reporting and analysis

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