

Compensation Services



Does this sound familiar?

- How can we manage assignment costs and plan/budget them before the start of the assignment?
- Our assignees need a more detailed explanation of their cash flow with allowances while on assignment
- We are stressed at the end of the year to collect all assignment-related compensation details for compliant tax reporting
- There are so many compensation elements to keep up to date...goods and services, hypothetical tax withholding, salary or family status changes, or what to do when a bonus is paid....imputing those costs from travel....

For more information, e-mail us at
compensationservices@crowrelo.com

www.crowrelo.com/compensationservices

We can help you making the complicated simple

Our international compensation services provide:

- holistic management of all financial aspects of assignments
- generally accepted global payroll processes and transactions that leads to overall tax compliance
- flexibility to partner with all major data providers, tax accounting firms or use our own Cost Estimate tax calculator available in 45 countries and growing
- customized output based on your policies
- adherence to your existing payroll calendar(s)
- great expertise and customer service

Solutions:

International Assignment Cost Projections

- Customizable by policy
- Generated within 48 hours
- Scenarios from 6 months to 5 years
- Exported to Excel, PDF or HTML format
- Manage/coordination of international payroll via monthly balance sheets or compensation worksheets
- Certificate of Coverage management

Compensation Balance Sheets to instruct payroll

- Make pre-payroll instructions based on company's payroll cycle globally
- Manage data provider feeds & updates
- Multiple pay delivery combinations
- Capture of offshore payments
- Visibility via secure web based portal for HR practitioners

Year-End Compensation Collection & Payroll Feeds

- Customizable Chart of Accounts
- Electronic Feed Capability
- Manage entire year-end process
- Gather and track non-payroll expenses paid in home and host locations
- Provide taxable information to client payroll for inclusion in company prepared payroll filings as required
- Reconcile any tax equalization and tax reimbursements settled during the calendar year and coordinate with tax provider