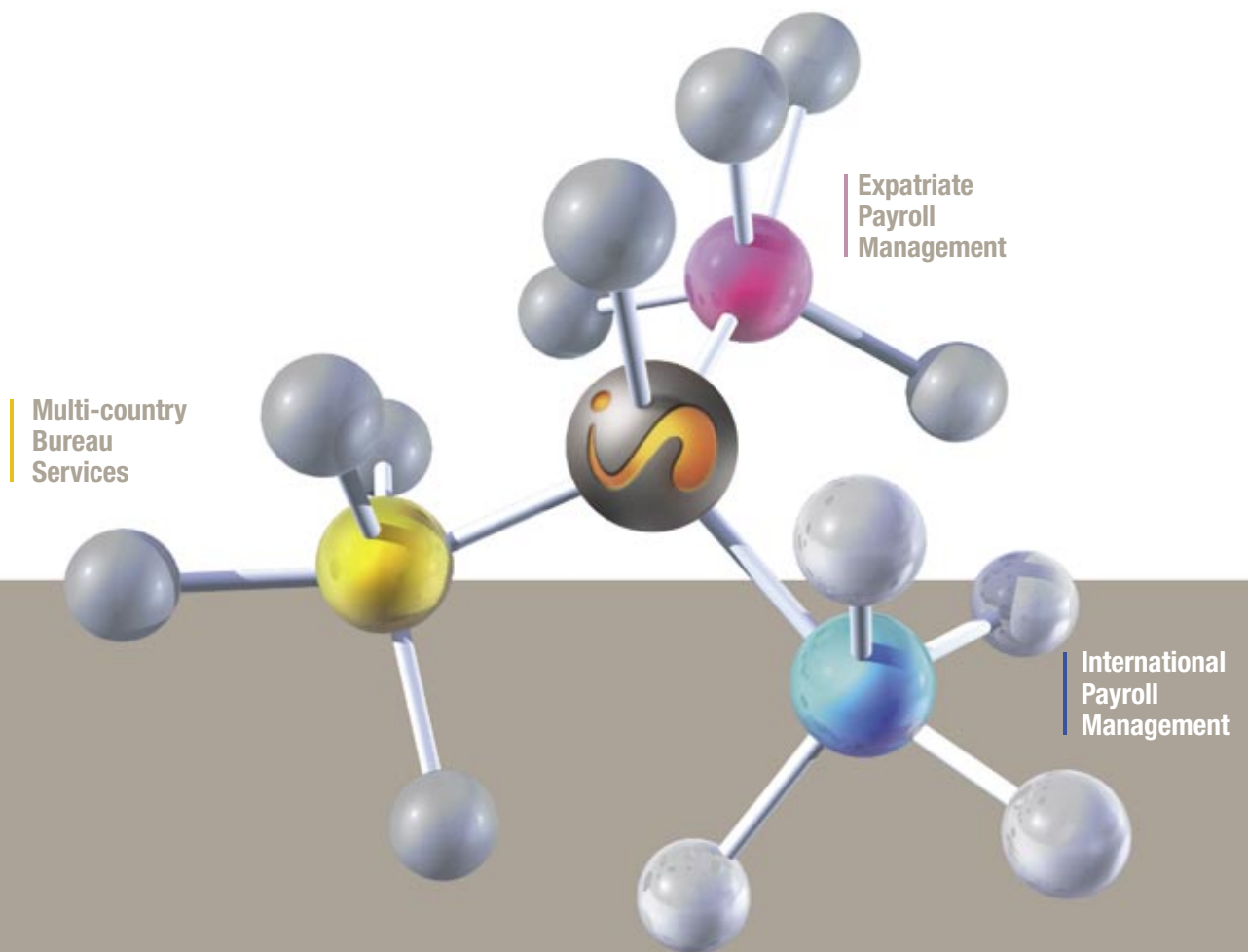


Global Payroll Management

Transforming payroll into global competitive advantage



TRANSFORMING PAYROLL INTO GLOBAL COMPETITIVE ADVANTAGE

Managing payroll on an international scale presents a significant challenge.

There's now a new way.

Interwage has developed fully integrated payroll solutions that enable you to successfully manage and consolidate your global payroll. Interwage offers three powerful and innovative solutions for:

- **Expatriate Payroll Management**
- **Multi-country Bureau Services**
- **International Payroll Management**

Interwage payroll solutions are **multi-contract** and **multi-country** by design. As Interwage payroll tools can be tailored to an individual employee, this creates maximum flexibility to customise your payroll in terms of time, contracts and currencies.

- **Individual country compliance** is achieved through Interwage Country Cartridges™, which can be individually customised. Country Cartridges provide local solutions to multi-country payroll operations, whilst regular updates help achieve and maintain legal compliance.

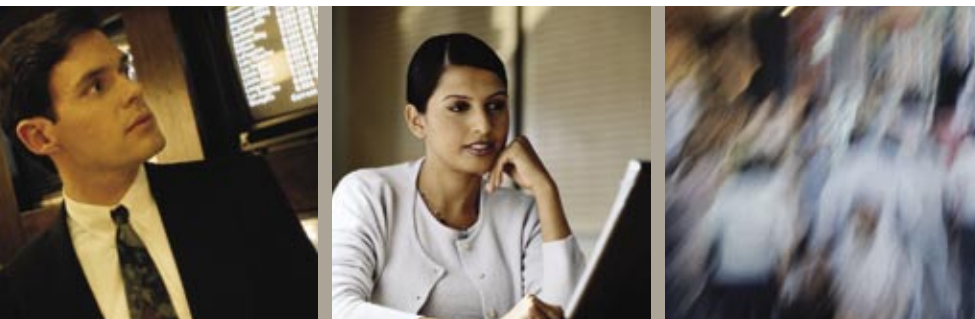
- **Effective simulations** and payroll scenarios allow you to eliminate time consuming and costly guesswork on future employee benefit and payroll costs. Using Interwage tools, sophisticated simulations and payroll scenarios can be rapidly achieved providing you with high quality data and audit readiness.



- **Essential senior management tools.** Interwage solutions give you high quality multi-country consolidated payroll data, which can now be used as an effective management decision-making tool. Interwage offers you real-time consolidation so you can produce payroll reports for any past period, incorporating any category of employees and across any set of countries.

- **Interwage solutions are multi-system compatible.** This means that existing in-house databases and legacy payroll systems can be easily interfaced with the Interwage solutions, ensuring no loss of valuable data and smooth payroll information flow within the global organisation.

- **User friendly.** The Interwage system is fast to learn and very intuitive to operate – no need for IT savvy specialist operators. Using Interwage will free up time, payroll officers can swiftly create reports and control multi-country operations.



EXPATRIATE PAYROLL MANAGEMENT

Cutting the cost of expatriates



Innovative payroll management tools. The Interwage Expatriate Payroll Management solution offers powerful and innovative tools to help you manage your expat payroll. The solution provides seamless integration across borders allowing you to deliver pay slips to your international workforce. It's secure, fully tested and delivers on time. Coordinated from a central location, the Interwage Expatriate Payroll Management solution enables you to produce consolidated reports on worldwide tax, payments, accounting and auditing details.



Multi-currency pay slips. Our Interwage Expat PayPack™ can produce individual pay slips incorporating various currencies as standard. Each payroll item is linked either to a Home or Host country and tailored to the individual employee. Likewise, "net to pay" amounts may be split between various cost centres, countries, accounts and currencies.

The Expat PayPack™ includes calculation tools for hypothetical tax and allows Home or Host payments to be spread over several countries.

Full international tax compliance. Each country's national and regional tax authorities demand fully compliant pay slips and reports. The Interwage Expatriate Payroll Management solution has built-in tools to produce accurate, timely reports that meet the current legal requirements of each individual country.

Accurate payroll simulation. Multi-nationals need to find and keep the best employees, by offering internationally attractive packages. The Interwage solution offers accurate payroll simulation, enabling you to accurately compare and contrast employee benefits in each individual market.

Flexibility to incorporate non EU countries. In Europe, a truly multi-country payroll management system must now be able to incorporate worker mobility between EU and non-EU countries such as Norway, Russia, Switzerland and Turkey. The Interwage solution allows you to do just this using our customised individual Country Cartridges™.

Seamless integration of new applications. Interwage Certified Partners are able to benefit from the flexibility of the Expat PayPack™ to develop expatriate payroll management solutions to include expatriates from outside Europe, particularly the USA and Japan. All payroll information may also be input, displayed and reported in a non-Latin character set such as Cyrillic, Chinese, Japanese or Arabic. Thanks to Interwage concept and integrated toolset, applications developed by Certified Partners can fit seamlessly into standard Interwage products. ■

Expatriate payroll calculation tools

- Hypothetical and local tax calculations
- Flexible exchange rate and currency tools
- Advanced net-to-gross calculation tools
- Retroactive calculation capability
- Multi-currency pay slips
- Simulation tools to anticipate payroll changes

Easy to use and integrate

- Easy interface to automatically import all cost of living and host-related data
- Capacity to combine central control with local expatriate administration
- Full manageability via Intranet
- Compatibility with most Enterprise Resource Planning software
- Intuitive to operate and fast to learn

Expatriate management tools

- Multi-reporting features (across time and Expat payroll item groups)
- Fully managed confidentiality and access rights
- Full access via extranet (option for employee direct access)
- Real-time consolidation features (across countries and expat categories)
- Consolidated management reports
- Advanced management tools (for executive summaries)



MULTI-COUNTRY BUREAU SERVICES

Building fully integrated payroll services for Europe

Powerful integrated software.

Interwage Multi-country Bureau Service solutions enable you to now offer your clients seamless payroll integration across Europe. This is the first payroll solution to be truly internationally compatible. It incorporates a multi-lingual production interface and advanced exchange rate and currency management tools.

Interwage Country Cartridges™

utilize accurate, up to date country specific information. Payroll legislation differs widely from country to country yet our Country Cartridges™, coupled with Interwage new technology, provide for accurate payroll reporting across borders. These cartridges are regularly updated to help you maintain full compliance with local legislation.

Enhance the service you offer your customers.

To meet the needs of service bureaus, Interwage has developed a tailor-made solution – the Interwage SB PayPack™. This uses the same Country Cartridges as the other Interwage solutions. The SB PayPack gives you the potential to offer value-added services to your clients. It incorporates sophisticated simulation tools that allow you to produce highly accurate projections that can assist your clients in boosting profitability and in better managing their business.

Consolidated real-time reports.

The Interwage solution enables payroll officers to produce, compare and consolidate pay slips across countries. Reports may be produced for any time period and set to include

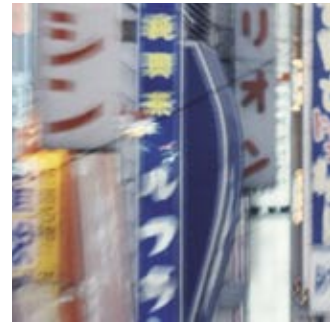
different payroll item groups. Interwage Multi-country Bureau Service tools incorporate multi-country, real-time consolidation features that can be set to include a number of employment categories.

Access to the Interwage pool of legislation and payroll experts

provides you with a swift, efficient and cost-effective response to even the most specific of your payroll questions.

Effective integration of legacy payroll systems.

Interwage tools enable your valuable historic data to be quickly and easily integrated, without any data loss or payroll service disruption. The solution also has the facility to incorporate extranet tools to allow remote client input. ■



New Service Bureau payroll services

- Interwage Country Cartridges – country specific, up to date
- Multi-lingual production interface
- Real-time consolidation features by employee category, across countries)
- Multi-reporting features (across time and payroll item groups)

Service Bureau productivity tools

- Full intranet manageability
- Flexible exchange rate and currency management tools
- Advanced net-to-gross calculation tools
- Automatic legislative update service
- Simulation tools

Service Bureau specific IT features

- User friendly
- Seamless import of historical client data
- Integration of legacy payroll service bureau systems
- Extranet tools for client remote input





INTERNATIONAL PAYROLL MANAGEMENT

Managing multi-country payroll

The **Interwage International Payroll Management** solution has been developed to meet the increasingly sophisticated demands on human resource management in the 21st century – providing for effective management on both a local and a global scale. Timely and secure, Interwage International Payroll Management tools enable you to deliver accurate pay slips to your international workforce from a central location.

With Interwage, you will benefit from real-time payroll reporting on a multi-country basis.

Advanced consolidation features for payroll data. Our integrated solution enables you to fully compare staff costs across countries. It offers sophisticated tools for reporting and consolidation to help you track and manage payroll costs to improve profitability.

Up to date country specific information. To facilitate payroll reporting across borders, Interwage has developed a software service called Interwage Country Cartridges™. This service provides regular updates and uses Interwage technology to help your payroll officers produce, compare and consolidate pay slips across different countries.

Simulation tools add value to strategic planning. The Interwage solutions incorporate essential simulation tools to help you optimise future staff allocation and accurately gauge costs.

A powerful HR tool that saves you time as well as costs. Interwage software provides specific HR tools to manage payroll for existing staff resources with particular skill-sets. Helping you to assign the best staff to the right project, whilst staying always within budget.

Easy integration of your existing system. Your payroll won't be disrupted when you upgrade to the Interwage International Payroll Management solution as it allows you to seamlessly incorporate your legacy systems. You can now consolidate payroll data from a wide variety of sources, ranging from local service bureaus to new Enterprise Resource Planning software modules.

Tailor-made training is now available to help you and your team optimize your use of Interwage Payroll Management tools. This training is provided by Interwage and its Approved Partners across Europe. ■



Country-specific legislative cartridges

- Available: major European countries
- Planned for 2004: rest of Europe, major Middle East countries
- Other countries available on client request
- Updated legal reports for each country
- Multilingual interface and production tools

Reporting, consolidation and management

- Real-time consolidation features (across countries and employee categories)
- Consolidated management reports
- Sophisticated simulation tools
- Advanced management tools (for executive summaries)
- Multi-reporting features (across time and payroll item groups)

Integration tools and features

- Compatibility with most Enterprise Resource Planning software
- Capacity to combine central control and local country operations
- Fully managed confidentiality and access rights
- Ease of updating for HR staff (no IT expertise required)
- Flexible exchange rates and currency management tools
- Full manageability via Intranet



About Interwage

Interwage is Europe's leading software publisher of global payroll management tools. Interwage solutions are designed for multinational companies, international organisations and service bureaus. Based on a revolutionary

technology developed internally, all Interwage solutions leverage its network of payroll experts across Europe. Interwage S.A. is a privately owned company based in the EU and in Switzerland.

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