

CASE STUDY SUMMARY

Global tech giant saves 70% of country operating costs by automating shadow payroll



Background

Our client, a **Fortune 500 global technology business**, brings employees from across the world to work on client projects in the USA. The resulting USA shadow payroll tax obligations are urgent, complex, and generate thousands of hours in administration and other issues.

Key challenges

- **Late data collection** in the home countries led to a monthly estimation process that required time-intensive year-end corrections.
- **Overpayments were difficult to reclaim**, tying cash up for months.
- **Difficulties meeting the deadlines** increased the risk of late payment penalties.
- **Achieving tax compliance** required substantial tax provider fees and interest payments.

Solutions

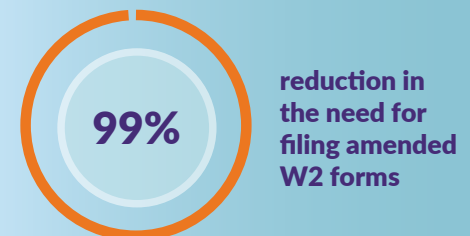
- Adopted **global standards** for real-time data reporting.
- **Replacement of estimates** with actual compensation mitigated the risk of significant overpayments and underpayments.
- Integrated the Certino shadow payroll platform into the workflow to achieve **fully automated tax obligation calculations**.
- **Implemented client-specific tax positions and automation** to improve accuracy, speed, and consistency.



One of the key benefits of the new shadow payroll process was instituting an actual monthly shadow payroll process rather than continuing with an estimation and reconciliation-based process that could be a nightmare at the end of the year.

Fortune 500 senior tax specialist

PRIMARY BENEFITS



SECONDARY BENEFITS

- Dramatically reduced team workloads
- Complete clarity into actual monthly costs
- Greater internal tax knowledge
- Improved quality of data and shared information
- Faster responses to tax authority and business units

We make shadow payroll simple

Our cloud-based shadow payroll platform simplifies the tax management of globally mobile workforces, allowing you to manage shadow payroll processes with an easy, efficient, and flexible solution.