

Employment Services Listing			Aug-14								
Notes	Monthly payroll unless otherwise stated				EURO/USD			1.385			
	Employer of Record services										
Employees	Country	MONTHLY SALARY	Mandatory Employer Social Charges %	Employer Social Charges Total	Minimum monthly fee	Fee %	Fee Total	Any other Charges ?	Tax - VAT etc %	Tax -VAT Total	Total Per employee
Employes	Pays	Salaire Brut Mensuel	Charges patronales obligatoires %	Charges patronales totales	Tarif minimum par mois	tarif %	tarif total	d'autres frais (details)	TVA ?	TVA Total	total par employe
1	Albania	\$4,500	16.70%	\$752	\$693	16%	\$840		20%	€ 1,218.35	\$7,310
1	Albania	\$4,500	16.70%	\$752		16%	\$840		20%	€ 1,218.35	\$7,310
1	Algeria	\$4,500	26.00%	\$1,170	\$831	\$831	\$831				\$6,501
1	American Samoa	\$4,500		\$0			\$0			\$0.00	\$4,500
1	Angola	\$4,500	8.00%	\$360	\$350	13.00%	\$631.80	\$450.00	5%	\$297.09	\$6,239
1	Argentina	\$4,500.00	23.00%	\$1,035.00		13.00%	\$719.55		21.0%	\$1,313.46	\$7,568.01
1	Argentina	ARS 23,562.00	64.08%	ARS 15,098.66		14.94%	ARS 5,776.88	ARS 906.89	21%	ARS 8,118.74	ARS 53,463.17
1	Australia	\$4,500	17.00%	\$765		\$750.00	\$750		0%	\$0.00	\$6,015.00
1	Australia	\$4,500	17.00%	\$765		\$700.00	\$700				
1	Austria	\$4,500	31.25%	\$1,406		10.00%	\$591			€ 0.00	\$6,497
1	Azerbaijan	\$4,500	22.00%	\$990		13.00%	\$714	\$329.40	0	\$0.00	\$6,533
1	Azerbaijan	\$4,500	22.00%	\$990	\$650	14.00%	\$769	\$85.00	18%	\$1,141.85	\$7,485
1	Bahamas	\$4,500	6.00%	\$270		13%	\$620			\$0.00	\$5,390
1	BAHRAIN	\$4,500									
1	Belgium	\$4,500	35.00%	\$1,575	\$762	€ 762	\$762	\$0.00	€ 0	€ 0	\$6,837
1	Belize	\$4,500	2.00%	\$90		15%	\$689		18%	\$950.13	\$6,229
1	BENIN	\$4,500	24.00%	\$1,080		18%	\$1,004		18%	\$1,185.19	\$7,770
1	Bosnia	\$4,500	10.50%	\$473		13%	\$646		17%	€ 955.22	\$6,574
1	Bosnia	\$4,500	10.50%	\$473		13%	\$646		0%	€ 0.00	\$5,619
1	Bosnia	\$4,500	10.50%	\$473		18%	\$895		17%	€ 997.48	\$6,865
1	Bosnia BRCKO DISTRICT	\$4,500	6.00%	\$270		18%	\$859		17%	€ 956.86	\$6,585
1	Brazil	\$4,500	72.17%	\$3,247.65		13.00%	\$1,074.64	363.16		\$112.40	\$9,297.84
1	Brazil	R\$ 9,028.35	81%	R\$ 7,344.08		14.9%	R\$ 2,446.45	R\$ 384.06		R\$ 0.00	R\$ 19,202.95
1	Brazil Cesar	\$4,500	49%	\$2,205.00		12.0%	\$874.15	R\$ 411.00			
1	Bulgaria	\$4,500	18.1-18.5%	\$208.10	€350.00		\$350.00		20.00%	R\$ 1,011.62	\$6,069.71
1	Cameroon	\$4,500	16.00%	\$720		15%	\$783	\$0.00	19.25%	\$1,155.58	\$7,159
1	Cameroon	\$4,500	16.00%	\$720		13%	\$679	\$0.00	19.25%	\$1,135.48	\$7,034
1	Canada	\$4,500	8.68%	\$391	\$0	12%	\$587	\$90.00	€ 0	€ 0	\$5,567

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1	Caribbean	\$4,500		\$0			\$0			\$0.00	\$4,500
1	Central Africa Republic	\$4,500	31.00%	\$1,395	\$50	15%	\$892		19.00%	\$1,289.48	\$8,126
1	Chile	\$4,500	13.00%	\$585		15%	\$763		19.00%	\$144.92	
1	China	\$4,500	19.00%	\$855		8%	\$428		7.00%	\$404.84	\$6,188
1	China	\$4,500	20.00%	\$900		12%	\$648		6%	\$38.88	\$6,087
1	China Beijing	\$4,500	0	\$1,200		15%	\$855		6%	\$51.30	\$6,606
1	China	\$4,500	45.00%	\$1,031		12	\$66,368			\$0.00	\$71,899
1	China ALTERNATIVE	\$4,500	28.00%	\$1,260		\$850.00	\$850		0%	\$0.00	\$6,610
1	Colombia	\$4,500	30.02%	\$1,351		15.00%	\$878			\$0.00	\$6,729
1	CONGO DRC	\$4,500	22.30%	\$1,004		18%	\$991		18%	\$1,168.94	\$7,663
1	Congo - Brazzaville	\$4,500	27.70%	\$1,247	\$50	15%	\$869		18.90%	\$1,250.42	\$7,916
1	Costa Rica	\$4,500	26.17%	\$1,178		13%	\$738			\$0.00	\$6,416
1	COTE D'VOIRE	\$4,500	24.00%	\$1,080		18%	\$1,004		18%	\$1,185.19	\$7,770
1	Croatia	\$4,500	15.20%	\$684		13%	\$674		25%	€ 1,464.48	\$7,322
1	Croatia	\$4,500	15.20%	\$684		13%	\$674	\$135.00	0%	€ 0.00	\$5,993
1	Croatia Expat	\$4,500	15.20%	\$684		16%	\$829		0%	€ 0.00	\$6,013
1	Czech Republic	\$4,500	0.00%	\$0	\$600	9.00%	\$405		12%	\$606.26	\$5,511
1	Cyprus	\$4,500	12.25%	\$551		14.00%	\$707		18%	\$1,036.52	\$6,795
1	Denmark	\$4,500		\$0	\$914	€ 914	\$914	\$0.00	€ 0	€ 0	\$5,414
1	DRC	\$4,500	26.00%	\$1,170		21%	\$1,191		20%	\$1,372.14	\$8,233
1	DUBAI/Abu Dhabi LOCAL STAFF	\$4,500	12.50%	\$746	\$750	18.00%	\$944		0	0	\$6,190
1	DUBAI/Abu Dhabi Expats SEE SEPARATE SPREADSHEET	\$4,500		\$293	\$350	16.50%	\$681		0	0	\$5,474
1	Ecuador	\$4,500	12.15%	\$547		15.00%	\$757		0.00%	\$0.00	\$5,804
1	Ecuador	\$4,500	12.15%	\$547		18.00%	\$908		0.00%	\$0.00	\$5,955
1	Egypt	\$4,500	0.00%	\$82		\$420	\$420	\$0.00	\$0	\$0	\$5,002
1	Estonia	\$4,500	33.00%	\$1,485		13%	\$778				\$6,763
1	Ethiopia	\$4,500	11.00%	\$495	\$500	10%	\$500	\$200.00			\$5,695
1	Finland	\$4,500	24.00%	\$1,080	\$623	13%	\$725	\$75.00	€ 0	€ 0	\$6,380
1	France	\$4,500	46.00%	\$2,070	\$970		\$970		20%	€ 1,507.90	\$9,047
1	France	\$4,500	46.00%	\$2,070	\$0	12.5%	\$821		20%	€ 1,478.25	\$8,870
1	FYROM	\$4,500	0.00%	\$0	\$554	15%	\$675		18%	€ 931.50	\$6,107
1	Gabon	\$4,500	22.00%	\$990		18.00%	\$988		18%	\$1,166.08	\$7,644
1	Gambia	\$4,500	10.00%	\$450		15.00%	\$743		0%	\$0.00	\$5,693

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1	Germany	\$4,500	20.70%	\$932	\$1,039	€ 1,039	\$1,039	\$0.00	€ 0	€ 0	\$6,470
1	Germany Euro 65000 per annum	€ 5,417	22.05%	€ 1,194	€ 550		€ 550			€ 0	€ 7,161
1	Germany Euro 47000 per annum	€ 3,917	22.05%	€ 864	€ 550		€ 550			€ 0	€ 5,330
1	Ghana	\$4,500	13.00%	\$585	\$350	12%	\$610	\$0.00	15%	€ 854	\$6,549
1	Greece	\$4,500	28.60%	\$1,287		16%	\$926		23%	\$1,543.97	\$8,257
1	Greece	\$4,500	28.60%	\$1,287		18%	\$1,042		23%	\$1,570.59	\$8,399
1	Guam	\$4,500	7.65%	\$344		18%	\$872		4%	\$228.65	\$5,945
1	Guatemala	\$4,500	12.67%	\$570		15%	\$761				\$5,831
1	Hong Kong	\$4,500	5.00%	\$160		13%	\$606			\$0.00	\$5,266
1	Hong Kong	\$4,500	5.00%	\$161		12.00%	\$559	\$0.00	0%	\$0.00	\$5,220
1	Hungary	\$4,500	28.50%	\$1,283	\$600	15.00%	\$867	\$400.00		\$0.00	\$7,050
1	Iceland	\$4,500	16.00%	\$720	\$350	10.00%	\$522	\$205.00		\$0.00	\$5,947
1	India	\$4,500	12.00%	\$540	\$450	9.00%	\$454		12.36%	\$679.01	\$6,173
1	India	\$4,500	12.00%	\$540	\$400	0.00%	\$400		12.36%	\$672.38	\$6,112
1	Indonesia	\$4,500		\$475			\$550	\$16.67		\$0.00	\$5,542
1	Ireland	\$4,500	10.75%	\$484		10.00%	\$498	\$105.00	23%	€ 1,285.04	\$6,872
1	Israel	\$4,500	15.83%	\$712		13%	\$678	\$313.33		\$0.00	\$6,203
1	Italy	\$4,500	39.00%	\$1,755	\$914	10%	\$914	\$0.00	€ 0	€ 0	\$7,169
1	Japan	\$4,500	15.00%	\$675		11%	\$750.00			\$0.00	\$5,925.00
1	Kazakhstan Locals	\$4,500	10.00%	\$450		15%	\$743		12%	\$683.10	\$6,375.60
1	Kenya	\$4,500	0.00%	\$75		17%	\$778		16%	\$856.44	\$6,209.19
1	Korea	\$4,500	18.00%	\$810	\$750	13%	\$750			\$0.00	\$6,060
1	Kazakhstan Expats	\$4,500	11.00%	\$495		15%	\$749		12%	€ 689.31	\$6,434
1	Kosovo	\$4,500	5.00%	\$225		13%	\$614		16%	€ 854.28	\$6,194
1	Latvia	\$4,500	24.10%	\$1,085		13%	\$726		0%	€ 0.00	\$6,310
1	Lebanon	\$4,500	8.50%	\$383		15%	\$732	\$130.00	0%	\$0.00	\$5,745
1	Lithuania	\$4,500	32.00%	\$1,440		13%	\$772		0%	€ 0.00	\$6,712
1	Luxembourg	\$4,500	15.05%	\$677		\$692.50	\$693		0%	€ 0.00	\$5,870
1	Mali	\$4,500	28.50%	\$1,283	\$450	16%	\$925		0%	€ 0.00	\$6,708
1	Malawi	\$4,500	15.00%	\$675	\$450	14%	\$725		0%	€ 0.00	\$5,900
1	Malaysia	\$4,500	12.00%	\$540	\$550	12%	\$605		0%	\$0.00	\$5,105
1	Mexico	\$4,500	20.00%	\$900		13%	\$702.00	\$ 323.90		\$0.00	\$6,425.90
1	Mexico	\$4,500	23.50%	\$1,058		13%	\$722	\$323.90		\$0.00	\$6,604
1	Montenegro	\$4,500	10.70%	\$482		15%	\$747		19%	€ 1,088.46	\$6,817

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1	Montenegro	\$4,500	9.80%	\$441		15%	\$741		0%	€ 0.00	\$5,682
1	Morocco	\$4,500	26.80%	\$1,206		15.00%	\$856		20%	\$1,312.38	\$7,874
1	Mozambique	\$4,500	5.50%	\$248	\$450	17%	\$807	\$0.00	0.00%	\$0.00	\$5,555
1	Netherlands	\$4,500	28.00%	\$1,260	\$0	8%	\$461	\$75.00	€ 0	€ 0	\$6,296
1	Netherlands	\$4,500	21.20%	\$954	\$762	€ 762	\$762	\$75.00	€ 0	€ 0	\$6,291
1	New Zealand	\$4,500	17.00%	\$765		\$750.00	\$750			\$0.00	\$6,015
1	NIGER	\$4,500	20.00%	\$900		18%	\$972		18%	\$1,146.96	\$7,519
1	Nigeria	\$4,500	15.00%	\$675		15%	\$776		10%	\$595.13	\$6,546
1	Nigeria	\$4,500	15.00%	\$675		15%	\$776		10%	\$595.13	\$6,546
1	Norway	\$4,500	14.10%	\$635		13%	\$667				\$5,802
1	Pakistan	\$4,500	0.00%	\$0	\$250	16%	\$250		16.00%	\$760.00	\$5,510
1	Panama	\$4,500	26.60%	\$1,197		15.00%	\$855		0.00%	\$0.00	\$6,552
1	Panama	\$4,500	15.85%	\$713		15.00%	\$782		0.00%	\$0.00	\$5,995
1	Peru	\$4,500	9.00%	\$405		15.00%	\$736		0.00%	\$0.00	\$5,641
1	Peru	\$4,500	9.00%	\$405		15.00%	\$736		0.00%	\$0.00	\$5,641
1	Philippines	\$4,500	11.00%	\$495	\$600	16.00%	\$799				\$5,794
1	Poland	\$4,500	20.60%	\$927	\$450	10.00%	\$543		23%	\$1,373.03	\$7,343
1	Portugal	\$4,500	23.75%	\$1,069		13%	\$724		€ 0	€ 0	\$6,293
1	Puerto Rico	\$4,500.00	15.00%	\$675.00		10.00%	\$517.50	\$ -	0%	\$0.00	\$5,692.50
1	QATAR Expat	\$4,500	5.75%	\$258.91		37%	\$1,761		0	0	\$6,520
1	QATAR Local	\$4,500	15.74%	\$708.52		46%	\$2,396				\$7,604
1	Romania	\$4,500	28.00%	\$1,260		12.5%	\$720	\$63,420.00	24%	€ 16,776.00	\$86,676
1	Romania	\$4,500	27.75%	\$1,249		13.0%	\$747		24%	€ 1,559.06	\$8,055
1	Russia	\$4,500	30.20%	\$1,359		13.00%	\$762		0.00%	\$0.00	\$6,621
1	Russia	\$4,500	17.00%	\$765		fixed fee	\$800		0%	\$0.00	\$6,065
1	Russia	\$4,500		\$610			\$850			\$0.00	\$5,960
1	Saipan (CNMI)	\$4,500	7.65%	\$344		18%	\$872		4%	\$228.65	\$5,945
1	Serbia	\$4,500	17.90%	\$806		13.00%	\$690		0.00%	\$0.00	\$5,995
1	Serbia	\$4,500	17.90%	\$806		13.00%	\$690		20.00%	\$1,199.04	\$7,194
1	Singapore	\$4,500	16.00%	\$720		12.00%	\$626		7%	\$409.25	\$6,255.65
1	Singapore	\$4,500	16.00%	\$720	\$300	9.00%	\$470		0%	\$0.00	\$5,689.80
1	Singapore Alternative	\$4,500	16.00%	\$720	\$550	\$550.00	\$550	\$12.50	0%	\$0.00	\$5,782.50
1	Slovenia	\$4,500	16.00%	\$720		13%	\$679		20%	€ 1,179.72	\$7,078

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1	South Africa	\$4,500	2.00%	\$90	\$450	16%	\$734				\$5,324
1	Spain	\$4,500	35.00%	\$1,575		16.50%	\$1,002			€ 0.00	\$7,077
1	Sri Lanka	\$4,500	15.00%	\$675	\$350	17.00%	\$880		10%	€ 605.48	\$6,660
1	Srpska -Bosnia	\$4,500	33.00%	\$1,485		16%	\$958		0%	€ 0.00	\$6,943
1	Srpska -Bosnia	\$4,500	0.00%	\$0		18%	\$810		17%	€ 902.70	\$6,213
1	Sudan	\$4,500	18.00%	\$810		18%	\$956		10%	€ 626.58	\$6,892
1	Sweden	\$4,500	31.42%	\$1,414	\$914	€ 914	\$914	\$0.00	€ 0	€ 0	\$6,828
1	Sweden T	\$4,500		\$1,280			\$562,500			€ 0.00	\$568,280
1	Switzerland	\$4,500	21.00%	\$945	\$623	14%	\$735		8%	€ 494.41	\$6,674
1	Tanzania	\$4,500	15.00%	\$675	\$450	16%	\$828		18%	€ 1,080.54	\$7,084
1	Thailand	\$4,500		\$23	\$600.00	12%	\$543		7%	\$354.60	\$5,420
1	Taiwan	\$4,500	17.00%	\$765		\$750.00	\$750		5%	\$300.75	\$6,316
1	Thailand	\$4,500		\$23			\$0			\$0.00	\$4,523
1	The Netherlands	\$4,500	31.00%	\$1,395		6%	\$354		21%	€ 1,312.23	\$7,561
1	The Netherlands T	\$4,500	18.37%	\$827						€ 0.00	\$5,327
1	TOGO	\$4,500	24.00%	\$1,080		18%	\$1,004		18%	\$1,185.19	\$7,770
1	Turkey	\$4,500	17.80%	\$801	\$485	12%	\$636	\$0.00	€ 0	€ 115	\$6,052
1	Uganda	\$4,500	10.00%	\$450		15%	\$743		18%	€ 134	\$5,826
	UAE LOCAL STAFF	\$4,500	12.50%	\$746	\$750	18.00%	\$944		0	0	\$6,190
1	UAE Expats SEE SEPARATE SPREADSHEET	\$4,500		\$293	\$350	16.50%	\$681		0	0	\$5,474
1	UK	\$4,500.00	13.80%	\$621.00		10.00%	\$512.10		0%	\$0.00	\$5,633.10
1	Ukraine	\$4,500	40.67%	\$972		13%	\$711.31		20%	\$1,236.58	\$7,419
1	United States	\$4,500	10.00%	\$450	\$485	13%	\$644	\$0.00	€ 0	€ 0	\$5,594
1	Vietnam	\$4,500	8.00%	\$360		12%	\$583		10%	\$544.32	\$5,988
1	Zimbabwe	\$4,500	3.00%	\$135		\$0.13	\$603		0%	\$0.00	\$5,238