

Employment Services Listing													
Notes	Monthly payroll unless otherwise stated					EURO/USD		1.3219					
Employer of Record services													
Employees	Country	Can you do recruitment ? If so at what cost ?	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	Monthly Total for the number of employees stated
0			\$4,500										
1	ABU DHABI		\$4,500										
1	Albania	16% of gross annual salary	\$4,500	16.70%	\$752	\$661	16%	\$840		20%	€ 1,218.35	\$7,310	\$7,310
1	Albania		\$4,500	16.70%	\$752		16%	\$840		20%	€ 1,218.35	\$7,310	\$7,310
1	Algeria		\$4,500	26.00%	\$1,170	\$793	\$793	\$793				\$6,463	\$6,463
1	American Samoa		\$4,500		\$0			\$0			\$0.00	\$4,500	\$4,500
1	Angola		\$4,500	8.00%	\$360	\$350	13.00%	\$631.80	\$450.00			\$5,942	\$5,942
1	Argentina		\$4,500.00	23.00%	\$1,035.00		13.00%	\$719.55		21.0%	\$1,313.46	\$7,568.01	\$7,568
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	ARS 53,463.17
1	Australia		\$4,500	17.00%	\$765		\$750.00	\$750		0%	\$0.00	\$6,015.00	\$6,015
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	\$6,497
1	Azerbaijan		\$4,500	22.00%	\$990		18.00%	\$988				\$6,478	\$6,478
1	Azerbaijan		\$4,500	22.00%	\$990	\$650	14.00%	\$769	\$85.00	18%	\$1,141.85	\$7,485	\$7,485
1	Bahamas		\$4,500	6.00%	\$270		13%	\$620			\$0.00	\$5,390	\$5,390
1	BAHRAIN		\$4,500										
1	Belgium		\$4,500	35.00%	\$1,575	\$727	€ 727	\$727	\$0.00	€ 0	€ 0	\$6,802	\$6,802
1	BENIN		\$4,500	24.00%	\$1,080		18%	\$1,004		18%	\$1,185.19	\$7,770	\$7,770
1	Bosnia		\$4,500	10.50%	\$473		13%	\$646		17%	€ 955.22	\$6,574	\$6,574
1	Bosnia		\$4,500	10.50%	\$473		13%	\$646		0%	€ 0.00	\$5,619	\$5,619
1	Bosnia	18% of gross annual salary	\$4,500	10.50%	\$473		18%	\$895		17%	€ 997.48	\$6,865	\$6,865
1	Bosnia BRCKO DISTRICT	18% of gross annual salary	\$4,500	6.00%	\$270		18%	\$859		17%	€ 956.86	\$6,585	\$6,585
1	Brazil		\$4,500	72.17%	\$3,247.65		13.00%	\$1,074.64	363.16		\$112.40	\$9,297.84	\$9,298
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	R\$ 19,202.95
1	Bulgaria		\$4,500	18.1-18.5%	\$208.10	€350.00		\$350.00		20.00%	R\$ 1,011.62	\$6,069.71	\$6,070
1	Cameroon		\$4,500	16.00%	\$720		15%	\$783	\$0.00	19.25%	\$1,155.58	\$7,159	\$7,159
1	Canada		\$4,500	8.68%	\$391	\$0	12%	\$587	\$90.00	€ 0	€ 0	\$5,567	\$5,567
1	Caribbean		\$4,500		\$0			\$0			\$0.00	\$4,500	\$4,500
1	Central Africa Republic		\$4,500	31.00%	\$1,395	\$50	15%	\$892		19.00%	\$1,289.48	\$8,126	\$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	\$6,188
1	China		\$4,500	20.00%	\$900		12%	\$648		6%	\$38.88	\$6,087	\$6,087

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1	China		\$4,500	20.00%	\$900		12%	\$648		6%	\$38.88	\$6,087	\$6,087	
1	China		\$4,500	45.00%	\$1,031			\$0			\$0.00	\$5,531	\$5,531	
1	China ALTERNATIVE		\$4,500	28.00%	\$1,260		\$850.00	\$850		0%	\$0.00	\$6,610	\$6,610	
1	Colombia		\$4,500	30.02%	\$1,351		15.00%	\$878			\$0.00	\$6,729	\$6,729	
1	CONGO		\$4,500	22.00%	\$990		18%	\$988		18%	\$1,166.08	\$7,644	\$7,644	
1	Congo - Brazzaville		\$4,500	27.70%	\$1,247	\$50	15%	\$869		18.90%	\$1,250.42	\$7,916	\$7,916	
1	Costa Rica		\$4,500	26.17%	\$1,178		13%	\$738			\$0.00	\$6,416	\$6,416	
1	COTE D'VOIRE		\$4,500	24.00%	\$1,080		18%	\$1,004		18%	\$1,185.19	\$7,770	\$7,770	
1	Country		\$4,500											
1	Croatia		\$4,500	15.20%	\$684		13%	\$674		25%	€ 1,464.48	\$7,322	\$7,322	
1	Croatia		\$4,500	15.20%	\$684		13%	\$674		0%	€ 0.00	\$5,858	\$5,858	
1	Croatia	18% of gross annual salary	\$4,500	15.20%	\$684		16%	\$829		0%	€ 0.00	\$6,013	\$6,013	
1	Czech Republic		\$4,500	0.00%	\$0	\$600	9.00%	\$405		12%	\$606.26	\$5,511	\$5,511	
1	Cyprus		\$4,500	10.50%	\$473		18.00%	\$895		18%	\$1,056.16	\$6,924	\$6,924	
1	Denmark		\$4,500		\$0	\$872	€ 872	\$872	\$0.00	€ 0	€ 0	\$5,372	\$5,372	
1	DRC		\$4,500	26.00%	\$1,170		21%	\$1,191		20%	\$1,372.14	\$8,233	\$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		\$4,500		\$204	\$750	18.00%	\$847		0	0	\$5,551		
1	Ecuador		\$4,500	12.15%	\$547		15.00%	\$757		0.00%	\$0.00	\$5,804	\$5,804	
1	Ecuador		\$4,500	12.15%	\$547		18.00%	\$908		0.00%	\$0.00	\$5,955	\$5,955	
1	Egypt		\$4,500	0.00%	\$82		\$420	\$420	\$0.00	\$0	\$0	\$5,002	\$5,002	
1	Estonia		\$4,500	33.00%	\$1,485		13%	\$778				\$6,763	\$6,763	
1	Ethiopia		\$4,500	11.00%	\$495	\$500	10%	\$500	\$200.00			\$5,695	\$5,695	
1	Finland		\$4,500	24.00%	\$1,080	\$595	13%	\$725	\$0.00	€ 0	€ 0	\$6,305	\$6,305	
1	France		\$4,500	46.00%	\$2,070	\$925		\$925		20%	€ 1,499.07	\$8,994	\$8,994	
1	France		\$4,500	46.00%	\$2,070	\$0	12%	\$788		20%	€ 1,471.68	\$8,830	\$8,830	
1	FYROM	18% of gross annual salary	\$4,500	0.00%	\$0	\$529	15%	\$675		18%	€ 931.50	\$6,107	\$6,107	
1	Gabon		\$4,500	22.00%	\$990		18.00%	\$988		18%	\$1,166.08	\$7,644	\$7,644	
1	Germany		\$4,500	20.70%	\$932	\$991	€ 991	\$991	\$0.00	€ 0	€ 0	\$6,423	\$6,423	
1	Germany T		\$4,500	20.70%	\$712			\$991			€ 0.00	\$6,203	\$6,203	
1	Greece		\$4,500	28.60%	\$1,287		12%	\$694		23%	\$1,490.73	\$7,972	\$7,972	

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1	Greece	18% of gross annual salary	\$4,500	27.46%	\$1,236		18%	\$1,032		23%	\$1,556.67	\$8,325	\$8,325											
1	Guam		\$4,500	7.65%	\$344		18%	\$872		4%	\$228.65	\$5,945	\$5,945											
1	Guatemala		\$4,500	12.67%	\$570		15%	\$761				\$5,831	\$5,831											
1	Hong Kong		\$4,500	5.00%	\$160		13%	\$606			\$0.00	\$5,266	\$5,266											
1	Hong Kong		\$4,500	5.00%	\$161		12.00%	\$559	\$0.00	0%	\$0.00	\$5,220	\$5,220											
1	India		\$4,500	12.00%	\$540	\$450	9.00%	\$454		12.36%	\$679.01	\$6,173	\$6,173											
1	India		\$4,500	12.00%	\$540	\$400	0.00%	\$400		12.36%	\$672.38	\$6,112	\$6,112											
1	Indonesia		\$4,500		\$475			\$550			\$0.00	\$5,525	\$5,525											
1	Indonesia Alternative		\$4,500	4.50%	\$203		\$450.00	\$450		0%	\$0.00	\$5,153	\$5,153											
1	Ireland		\$4,500	10.75%	\$484		9.50%	\$473	\$15,502.50	23%	€ 4,820.73	\$25,780	\$25,780											
1	Ireland T		\$4,500		\$400			\$991			€ 0.00	\$5,891	\$5,891											
1	Israel		\$4,500	15.83%	\$712		13%	\$678	\$313.33		\$0.00	\$6,203	\$6,203											
1	Italy		\$4,500	30.00%	\$1,350	\$872	7%	\$872	\$0.00	€ 0	€ 0	\$6,722	\$6,722											
1	Japan		\$4,500	15.00%	\$675		11%	\$750.00			\$0.00	\$5,925.00	\$5,925											
1	Kazakhstan Locals		\$4,500	10.00%	\$450		15%	\$743		12%	\$683.10	\$6,375.60	\$6,376											
1	Kenya		\$4,500	0.00%	\$75		17%	\$778		16%	\$856.44	\$6,209.19	\$6,209											
1	Korea		\$4,500	18.00%	\$810	\$750		\$750			\$0.00	\$6,060	\$6,060											
1	Kazakhstan Expats		\$4,500	11.00%	\$495		15%	\$749		12%	€ 689.31	\$6,434	\$6,434											
1	Kosovo		\$4,500	5.00%	\$225		13%	\$614		16%	€ 854.28	\$6,194	\$6,194											
1	Latvia		\$4,500	24.10%	\$1,085		13%	\$726		0%	€ 0.00	\$6,310	\$6,310											
1	Lebanon		\$4,500	8.50%	\$383		15%	\$732	\$130.00	0%	\$0.00	\$5,745	\$5,745											
1	Lithuania		\$4,500	32.00%	\$1,440		13%	\$772		0%	€ 0.00	\$6,712	\$6,712											
1	Luxembourg		\$4,500	15.05%	\$677		\$660.95	\$661		0%	€ 0.00	\$5,838	\$5,838											
1	Malaysia		\$4,500	12.00%	\$540		\$450.00	\$450		0%	\$0.00	\$4,950	\$4,950											
1	Mexico		\$4,500	20.00%	\$900		13%	\$702.00	\$ 323.90		\$0.00	\$6,425.90	\$6,426											
1	Mexico		\$4,500	23.50%	\$1,058		13%	\$722	\$323.90		\$0.00	\$6,604	\$6,604											
1	Monenegro	13% of gross annual salary	\$4,500	10.70%	\$482		15%	\$747		19%	€ 1,088.46	\$6,817	\$6,817											
1	Montenegro		\$4,500	9.80%	\$441		15%	\$741		0%	€ 0.00	\$5,682	\$5,682											
1	Morocco		\$4,500	26.80%	\$1,206		15.00%	\$856		20%	\$1,312.38	\$7,874	\$7,874											
1	Mozambique		\$4,500	5.50%	\$248		8%	\$380	\$0.00	0.00%	\$0.00	\$5,127	\$5,127											

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	Employer of Record services																							
Employees	Country	Can you do recruitment ? If so at what cost ?	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	Monthly Total for the number of employees stated											
1	Mozambique		\$4,500	4.00%	\$180		8%	\$374	\$0.00	0.00%	\$0.00	\$5,054	\$5,054											
1	Netherlands		\$4,500	28.00%	\$1,260	\$0	8%	\$461	\$75.00	€ 0	€ 0	\$6,296	\$6,296											
1	Netherlands		\$4,500	21.20%	\$954	\$727	€ 727	\$727	\$75.00	€ 0	€ 0	\$6,256	\$6,256											
1	New Zealand		\$4,500	17.00%	\$765		\$750.00	\$750			\$0.00	\$6,015	\$6,015											
1	NIGER		\$4,500	20.00%	\$900		18%	\$972		18%	\$1,146.96	\$7,519	\$7,519											
1	Nigeria		\$4,500	15.00%	\$675		15%	\$776		10%	\$595.13	\$6,546	\$6,546											
1	Nigeria		\$4,500	15.00%	\$675		15%	\$776		10%	\$595.13	\$6,546	\$6,546											
1	Norway		\$4,500	14.10%	\$635		13%	\$667				\$5,802	\$5,802											
1	Panama		\$4,500	26.60%	\$1,197		15.00%	\$855		0.00%	\$0.00	\$6,552	\$6,552											
1	Panama		\$4,500	15.85%	\$713		15.00%	\$782		0.00%	\$0.00	\$5,995	\$5,995											
1	Peru		\$4,500	9.00%	\$405		15.00%	\$736		0.00%	\$0.00	\$5,641	\$5,641											
1	Peru		\$4,500	9.00%	\$405		15.00%	\$736		0.00%	\$0.00	\$5,641	\$5,641											
1	Philippines		\$4,500	11.00%	\$495	\$600	16.00%	\$799				\$5,794	\$5,794											
1	Poland		\$4,500	20.60%	\$927	\$450	10.00%	\$543		23%	\$1,373.03	\$7,343	\$7,343											
1	Poland		\$4,500	20.00%	\$900	\$463	10%	\$540	\$75.00	€ 0	€ 0	\$6,015	\$6,015											
1	Portugal		\$4,500	23.75%	\$1,069		13%	\$724		€ 0	€ 0	\$6,293	\$6,293											
1	Puerto Rico		\$4,500.00	15.00%	\$675.00		10.00%	\$517.50	\$ -	0%	\$0.00	\$5,692.50	\$5,693											
1	QATAR Expat		\$4,500	5.75%	\$258.91		37%	\$1,761		0	0	\$6,520	\$6,520											
1	QATAR Local		\$4,500	15.74%	\$708.52		46%	\$2,396				\$7,604	\$7,604											
1	Romania		\$4,500	28.00%	\$1,260		12.5%	\$720	\$63,420.00	24%	€ 16,776.00	\$86,676	\$86,676											
1	Romania	13% of gross annual salary	\$4,500	27.75%	\$1,249		13.0%	\$747		24%	€ 1,559.06	\$8,055	\$8,055											
1	Russia		\$4,500	30.20%	\$1,359		13.00%	\$762		0.00%	\$0.00	\$6,621	\$6,621											
1	Russia		\$4,500	17.00%	\$765		fixed fee	\$800		0%	\$0.00	\$6,065	\$6,065											
1	Russia		\$4,500		\$610			\$850			\$0.00	\$5,960	\$5,960											
1	Saipan (CNMI)		\$4,500	7.65%	\$344		18%	\$872		4%	\$228.65	\$5,945	\$5,945											
1	Serbia		\$4,500	17.90%	\$806		13.00%	\$690		0.00%	\$0.00	\$5,995	\$5,995											
1	Serbia	13% of gross annual salary	\$4,500	17.90%	\$806		13.00%	\$690		20.00%	\$1,199.04	\$7,194	\$7,194											
1	Singapore		\$4,500	16.00%	\$720		12.00%	\$626		7%	\$409.25	\$6,255.65	\$6,256											
1	Singapore		\$4,500	16.00%	\$720	\$300	9.00%	\$470		0%	\$0.00	\$5,689.80	\$5,690											
1	Singapore Alternative		\$4,500	16.00%	\$720	\$550	\$550.00	\$550	\$12.50	0%	\$0.00	\$5,782.50	\$5,783											
1	Slovenia		\$4,500	16.00%	\$720		13%	\$679		20%	€ 1,179.72	\$7,078	\$7,078											

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1	South Africa	Yes at 15% of annual salary	\$4,500	2.00%	\$90	\$450	15%	\$689				\$5,279	\$5,279										
1	Spain		\$4,500	35.00%	\$1,575		14.00%	\$851			€ 0.00	\$6,926	\$6,926										
1	Spain		\$4,500	35.00%	\$1,575		13.50%	\$820			€ 0.00	\$6,895	\$6,895										
1	Srpska -Bosnia	Yes at 15% of annual salary	\$4,500	33.00%	\$1,485		16%	\$958		0%	€ 0.00	\$6,943	\$6,943										
1	Srpska -Bosnia	Yes at 15% of annual salary	\$4,500	0.00%	\$0		18%	\$810		17%	€ 902.70	\$6,213	\$6,213										
1	Sweden		\$4,500	31.42%	\$1,414	\$872	€ 872	\$872	\$0.00	€ 0	€ 0	\$6,786	\$6,786										
1	Sweden T		\$4,500		\$1,280			\$585,000			€ 0.00	\$590,780	\$590,780										
1	Switzerland		\$4,500	21.00%	\$945		14%	\$735		8%	€ 494.41	\$6,674	\$6,674										
1	Thailand		\$4,500		\$20		\$600.00	\$600		7%	\$358.40	\$5,478	\$5,478										
1	Taiwan		\$4,500	17.00%	\$765		\$750.00	\$750		5%	\$300.75	\$6,316	\$6,316										
1	Thailand		\$4,500		\$0			\$0			\$0.00	\$4,500	\$4,500										
1	The Netherlands		\$4,500	31.00%	\$1,395		6%	\$354		21%	€ 1,312.23	\$7,561	\$7,561										
1	The Netherlands T		\$4,500	18.37%	\$827						€ 0.00	\$5,327	\$5,327										
1	TOGO		\$4,500	24.00%	\$1,080		18%	\$1,004		18%	\$1,185.19	\$7,770	\$7,770										
1	Turkey		\$4,500	17.80%	\$801	\$463	12%	\$636	\$0.00	€ 0	€ 115	\$6,052	\$6,052										
1	UK		\$4,500.00		\$900.00		9%	\$900.00			\$0.00	\$6,300.00	\$6,300										
1	UK		\$4,500.00	13.80%	\$621.00		13.00%	\$665.73		20%	\$1,157.35	\$6,944.08	\$6,944										
1	Ukraine		\$4,500	40.67%	\$972		13%	\$711.31		20%	\$1,236.58	\$7,419	\$7,419										
1	United States		\$4,500	10.00%	\$450	\$463	13%	\$644	\$0.00	€ 0	€ 0	\$5,594	\$5,594										
1	Vietnam		\$4,500	8.00%	\$360		10%	\$486		10%	\$534.60	\$5,881	\$5,881										
1	Zimbabwe		\$4,500	3.00%	\$135		\$0.13	\$603		0%	\$0.00	\$5,238	\$5,238										