

WEICHERT GLOBAL ORGANIZER

Managing the Compliance Risks Associated with Your Mobile Workforce Around the World

Immigration, tax and duty of care represent the three biggest challenges for managing mobile talent and business travelers. The Weichert Global Organizer is the only app of its kind to track and synergize these functions into actionable information for HR, payroll, travel, security and corporate mobility managers.

We live in the age of the borderless workplace, where talent is deployed between countries more informally and indeterminately than ever before. It's a change brought on by the need for companies to respond more fluidly to evolving business goals. But for HR managers, it brings a new wave of challenges.

For example, *where* employees work and the jobs they perform in those locations—no matter how long they stay—carry heavy tax implications that, if not addressed, could bring penalties ranging from fines to losing your ability to conduct business globally.

Further, as employees embark on more short-term, commuter and long-term assignments, their whereabouts on any given day can be a mystery even to the people who sent them overseas. Such conditions increase the risk of visa infractions, and in the event of a global emergency, locating these “stealth travelers” can become a nightmare.

Simply put, today's companies need a better way to keep track of their entire globally mobile population, where they are going and what they are doing. That's why we developed the Weichert Global Organizer.

What It Does

The Weichert Global Organizer is a simple and effective smart phone app that allows employers to seamlessly track the movements and status of their mobile talent to comply with these key challenges:

- **Global Taxation:** through direct link to their phones' GPS system, the app tracks the time employees spend in country and monitors it against local, federal and state compliance requirements, and provides alerts to potential compliance issues
- **Visa & Immigration:** the app monitors employees' time in country against visa and immigration requirements, providing renewal reminders and live alerts of potential infringements
- **Emergency Communication:** when emergencies unfold, the app instantly pinpoints your global assignees and travelers and allows you to transmit instant safety alerts
- **A1 & Posted Worker Document Production Tool:** reduce repetitive and time-consuming paperwork by creating and transmitting required documents such as A1, Posted Worker or I9.
- **COVID-consciousness:** track where and when your employees are working, who they come in contact with and conduct "symptom checks" that automatically alert wellness teams if COVID symptoms are detected.

IS THE WEICHERT GLOBAL ORGANIZER FOR YOU?

- Are you actively mitigating the risks associated with a globally mobile workforce?
- Are current efforts to manage assignees using travel or expense platforms falling short?
- Have you faced a payroll audit as a result of undeclared mobile employees?
- Are you able to easily locate globally deployed employees in a natural disaster or security event?
- Do you have rotational employees working in multiple locations without a way to ensure proper compliance?

For more information check out our [video](#).



Propelling Mobility

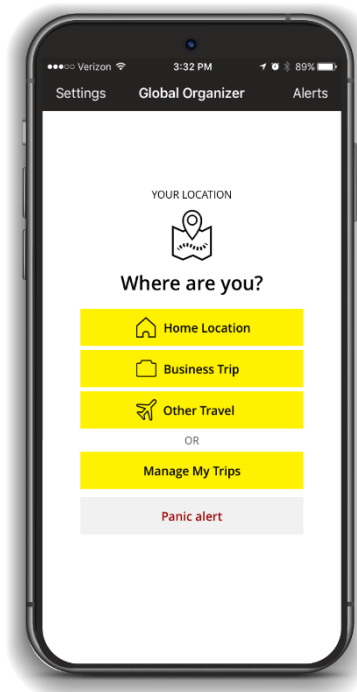
Benefits for Employers

- Unique portal provides 24/7 access to all of your mobile employees' travel data in one place
- Early alerts and insight protect against violations of global tax regulations or late/inaccurate filings and the penalties they bring
- Helps keep your company in compliance with complex and ever-changing visa/immigration requirements, as well as global and local payroll tax regulations and required paperwork.
- Improves your duty of care posture with instant insight to the whereabouts of your assignees and business travelers and the ability to connect with them in the event of an emergency

Benefits for Mobile Employees

- Easy-to-use app seamlessly tracks business travel for tax and immigration purposes
- Unique desktop portal provides 24/7 access to all travel data, delivering a cleaner, more accurate alternative to travel diaries or Outlook calendars
- Provides one-stop reporting for year-end tax prep, with no need to search through emails, receipts or calendar records
- Compliance alerts provide instant notification of such key events as visa renewals

One Solution, Multiple Features



VISA COMPLIANCE

Employee trips are reviewed for compliance with their current visa status and are alerted to contact their HR or travel team when not.

TAX EVENT NOTIFICATION

Alerts are provided when an employee is approaching a tax threshold so they can contact HR team to clarify their status and avoid potential liabilities.

SUMMARY OF TRIPS

All of an employee's business trips are tracked to ensure compliance with local and international taxation and immigration rules.

EMERGENCY TRACKING

Reach out and locate your assignees and business travelers in one click. Identify quickly which travelers need immediate assistance.

'MARK ME IN'

Using a simple calendar function employees can easily record their locations and who they may have come in contact with.

MANAGING YOUR GLOBAL WORKFORCE DURING & POST-COVID

The health and safety of your employees has never been more important. Nor has it been more complicated. With regional situations, requirements and responses changing rapidly, it is imperative that your organization is able to locate and communicate with your mobile workforce instantaneously.

The **Weichert Global Organizer** provides solutions to ensure the safety, security and compliance of your employees and their families with real-time notifications relative to:

- Country Restrictions
- Isolation Alerts
- Medical Certification Requirements

Preparing for the post-COVID re-mobilization of your global workforce will require careful consideration, balancing risk with organizational strategy and talent development. The **Weichert Global Organizer** provides these tools to meet your evolving needs:

- Pre-Trip Assessment
- Working Cross Functionally
- Recording Place of Work

