

Blue Marble Payroll Revolutionizes Global Payroll



**Say hello to effortless and easy
global payroll—the way it should be.**

**Embrace innovation.
Join the revolution.**

Let Blue Marble help you accelerate your global expansion plans. Tap into the power of our single-source, cloud-based payroll solution for small and mid-sized companies with international employees.



PROBLEM IDENTIFIED. PROBLEM SOLVED.

The Challenge: Payroll Challenges Limit Global Expansion

Before we decided to reinvent global payroll, companies scrambled to find reliable payroll outsourcing companies whenever they expanded to a new country—a task much easier said than done.

But the agony didn't end there. Companies then had to navigate a byzantine maze of country-specific HR rules and language barriers that only global payroll geeks like us could love.

Paying international employees was, in a word, madness.

AT BEST...

A daunting, burdensome and frustrating task. Administrative complexity, legal hurdles, currency hassles and regulatory compliance requirements all accelerate as you expand to new countries, bringing even the most seasoned finance and HR pros to their knees.

AT WORST...

A business killer. Arcane global payroll challenges have stopped scores of strong companies dead in their tracks, killing their aspirations to boldly seek new markets and revenue opportunities through global expansion.

The Solution: One Global Payroll Partner

A single payroll provider with a global footprint that seamlessly and reliably handles all your current and future international payroll needs.

At Blue Marble, we knew there had to be a better way. So we assembled a team of top technologists and passionate global payroll specialists and tasked them with a single, unrelenting goal: stop the madness.

Mission accomplished. Today, we've beaten the corporate nemesis that once was global payroll.

Now embraced by thousands of international small businesses, Blue Marble solutions make processing your global payroll easy and pain-free, while providing the consolidated reporting you need to efficiently manage your organization. Given the alternatives, it's no surprise that ambitious U.S. firms are racing to tap into the power of our cloud-based global payroll platform.

“

The Blue Marble implementation was very smooth! Our in-country experts were extremely responsive, and we love the fact that we now have direct control of payroll with the web-based solution. Most of all, it is comforting knowing that our global employees are being paid correctly, no matter where they work.

”

Colleen Moran, Payroll Associate
Tough Mudder Inc.



**Expanding internationally is hard enough,
without having to worry about payroll
headaches. Focus on growing your business.
We've got your global payroll covered.**

NO HASSLE GLOBAL PAYROLL

How It Works

Blue Marble Payroll's web-based platform is an integrated payroll management solution that combines our extensive global network of payroll service partners with leading-edge technology and superior customer service.

Key Features



Scalable, Cloud-Based Solution:

Process your global payroll anytime, anywhere. We help you stay organized with a multinational payroll calendar and consolidated online access to all your payroll providers in one secure location.



Aggregated Reporting: Run aggregated reports for international payroll. We've standardized all the data provided by disparate firms around the world. No more Excel headaches—a click of the mouse and you have the reports you need.



Over 135+ Countries Supported:

With high probability, we handle payroll in the countries you've targeted for global expansion. We're constantly adding support for new countries, and you can speak directly with our in-country payroll experts at any time.



One Vendor: No need to source payroll partners whenever you enter a new country. Receive a single, monthly bill for all your global payroll and let us handle all the details.



Currency Conversion: Our treasury management and currency conversion services give you access to lower exchange rates and automates international payroll payments, regardless of where in the world your payments need to be directed.



100% Compliant: From Safe Harbor to local, in-country rules, we've got you covered. Our dedicated compliance resources and advanced technology mitigate the risks of fines, fees and penalties.



Full Transparency, Advanced Controls and Leading-Edge Functionality: Our state-of-the-art payroll infrastructure provides all the features you expect from the world's fastest-growing, full-service outsourcing solution for global payroll.



100% Secure: Our multinational clients trust Blue Marble Payroll to protect sensitive payroll data. We provide a secure environment for payroll processing with security precautions that are equivalent to those used by top global financial institutions.

“

Our company has grown rapidly in recent years due to international expansion, but it was becoming increasingly difficult to manage the payroll and reporting aspects of having employees located all around the world. Blue Marble's ability to aggregate my international payroll data into one system and satisfy all my reporting needs was exactly what I was hoping for.

”

Jami Davids, PHR, Director of Human Resources
Mobile Technologies Inc.

WHEREVER YOUR BUSINESS TAKES YOU, BLUE MARBLE HAS YOU COVERED

A unified approach is a big step up from the fragmented processes that typically plague global payroll routines. But here's the catch: your company's unified payroll program is only as good as your payroll partner's global reach.

If your provider doesn't handle payroll in the countries where you do business now—or the countries where you will do business in the future—you're right back at square one.

That's why Blue Marble revolutionizes payroll and delivers unparalleled global reach for our clients. We've cultivated close partnerships with the world's leading international payroll providers for small and mid-market organizations to give your business the payroll expertise you need, when you need it, where you need it.

More Reach + Unified Payroll = Fewer Headaches

With Blue Marble, you can expand with confidence, knowing that your business has the combined benefits of regional payroll intelligence and the services of a single, committed payroll provider with partnerships in more than 135+ countries.



| | | | | |
|------------------------|------------------------------|-------------|--------------------------------|--------------------------|
| Albania | Costa Rica | India | Netherlands | Slovenia |
| Algeria | Croatia | Ireland | New Zealand | South Africa |
| Angola | Curacao | Israel | Nicaragua | South Korea |
| Antigua & Barbuda | Cyprus | Ivory Coast | Nigeria | Spain |
| Argentina | Czech Republic | Italy | Oman | Sri Lanka |
| Aruba | Democratic Republic of Congo | Ivory Coast | Norway | Swaziland |
| Australia | Denmark | Jamaica | Panama | Sweden |
| Austria | Dominican Republic | Japan | Paraguay | Switzerland |
| Bangladesh | Ecuador | Jordan | Peru | Syria |
| Barbados | Egypt | Kenya | Phillipines | Taiwan |
| Belgium | El Salvador | Kosovo | Poland | Tanzania |
| Bermuda | Equatorial Guinea | Lebanon | Portugal | Thailand |
| Bolivia | Eritrea | Lesotho | Qatar | The Bahamas |
| Bosnia & Herzegovina | Estonia | Libya | Republic of Serbia | Trinidad & Tobago |
| Botswana | Ethiopia | Luxembourg | Reunion | Turkey |
| Brazil | Finland | Macedonia | Romania | Turks & Caicos Islands |
| British Virgin Islands | France | Madagascar | Russia | Uganda |
| Bulgaria | Gabon | Malawi | Rwanda | Ukraine |
| Burkina Faso | Georgia | Malaysia | Saint Kitts & Nevis | United Arab Emirates |
| Burundi | Germany | Mali | Saint Lucia | United Kingdom |
| Cameroon | Ghana | Mauritania | Saint Martin | United States of America |
| Canada | Greece | Mauritius | Saint Vincent & the Grenadines | Uruguay |
| Cayman Islands | Guatemala | Mexico | Saudi Arabia | Venezuela |
| Chad | Guinea Conakry | Montenegro | Senegal | Virgin Islands |
| Chile | Honduras | Morocco | Sierra Leone | Zambia |
| China | Hong Kong | Mozambique | Singapore | Zimbabwe |
| Colombia | Hungary | Namibia | Slovakia | |
| Congo | | Nepal | | |

For a complete, up-to-date list of countries, please visit: www.bluemarblepayroll.com/partnerships/country-list

SIMPLIFY GLOBAL PAYROLL AND REDUCE RISK

At Blue Marble, we think setting up operations abroad should be as simple as opening up a new office down the street. Ready to eliminate the headaches associated with international payroll? There's a reason why we're the fastest-growing global payroll service in the world. We'll make your company's overseas payroll process look easy. Get in touch with us to get started today.

To learn more about how Blue Marble Payroll can help your company simplify global payroll, visit www.bluemarblepayroll.com or call **(847) 629-0600**.

We're More Than Just a Revolutionary Global Payroll Solution. Blue Marble Payroll Is a Partner in Your Success.

At Blue Marble Payroll, we're passionate about the exhausting intricacies of global payroll. But we're even more passionate about your company's success.

Our network of carefully cultivated and vetted global consultants can help register your company abroad, establish banking in new countries, provide in-country

benefits, automate time collection, calculate complex foreign accruals, recruit overseas talent, reduce global travel expenses, onboard international employees and procure the right infrastructure for performance management and global HRIS.

If it helps your organization to be successful and makes your life easier, we're on it. Ask our customer service team for additional details.

