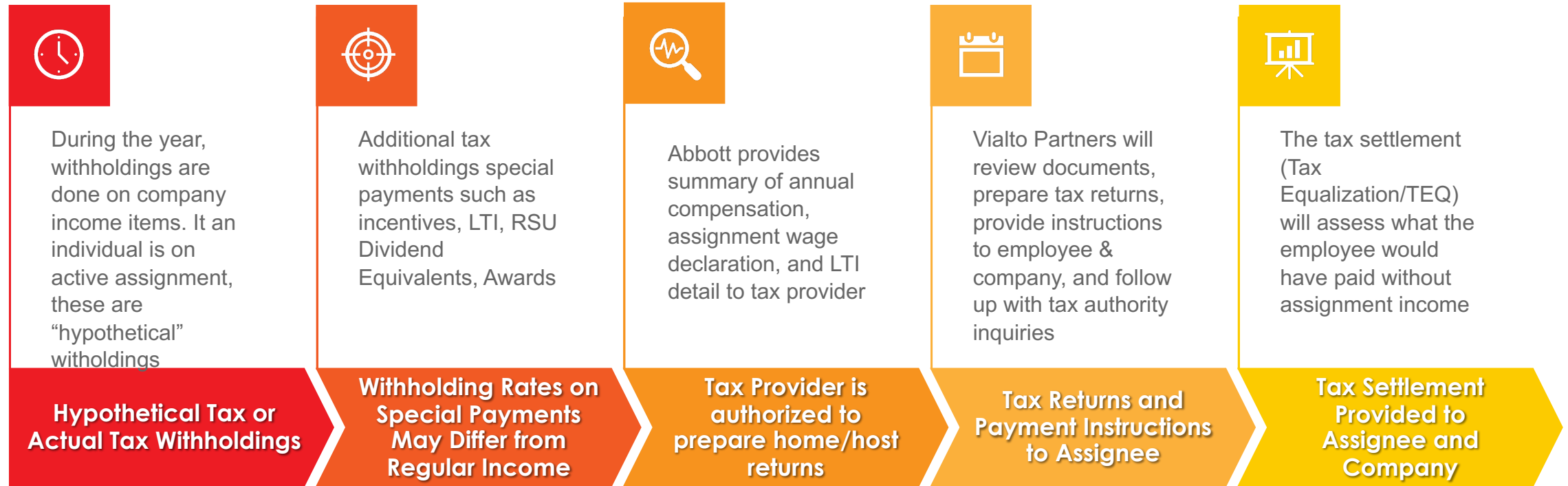


# Tax Process Roadmap



## Hypothetical tax rate:

- Based on Income
- Family Size
- Marital Status
- Home Country Tax Rates

## Responsibility of Assignee:

- Complete Tax Questionnaires on Time
- Provide all Requested Supporting Documentation on Time
- Sign/Submit Tax Returns & Payments per Instructions
- Remit any Refunds to Company as Instructed

## Payment Made to Employee/From Employee to Company

If the settlement shows too much was withheld, a refund will be issued to the employee. If additional funds are owed, payment is due to the company.