



[Global Upside](#) is the preferred [Professional Employer Organization](#) (PEO) for The University of North Carolina at Chapel Hill. Global Upside provides departments and schools Employer of Record services for faculty, staff, and students who reside abroad, either permanently or temporarily, due to COVID or other circumstances, and require payment for services.

By working with a PEO, units (and UNC employees) are guaranteed that payments for global employment are compliant with foreign tax and other regulatory requirements. Since Global Upside has a Master Service Agreement with UNC-Chapel Hill, units can engage Global Upside directly to make inquiries, finalize individual contracts, and process monthly payroll payments.

Global Upside is a full-service company with 21 years of experience and 24/7 support in 150+ countries. UNC has a single point of contact at Global Upside who is happy to answer your questions.

Please contact Shane Jacobs at shane.jacobs@globalupside.com or 480-740-2204.

Professional Employer Organization (PEO) Costs

There are both one-time, annual, and monthly fees for PEO services in addition to payroll expenses, including salary, foreign taxes, and statutory benefits. Foreign taxes and statutory benefits—or social costs—vary by country and are charged as a percentage of salary. See examples below.

While most employment contracts with Global Upside will use a standard template, in those rare circumstances when a specialized contract is needed, additional charges may apply. Otherwise, the charts below outline the expenses you can expect.

| Monthly Fees Per Person | |
|--------------------------------|--|
| Service Fee | 15 percent of payroll expense or \$1,500 minimum |
| Wire Fees (two per month) | \$90 total |
| Travel Insurance (required) | \$10 per person |

| One-Time and Annual Costs Per Person | |
|---|--|
| Setup and onboarding | \$2,000 per employee |
| Background Check | Typically, between \$100-\$500 per employee based on number of countries lived in during the past 7 years. |
| Deposit | 2-months' salary, social costs, and fees are collected at the onset of the employee agreement. Deposit is fully refunded at end of the employee's contract with Global Upside. |
| Annual tax filing | \$200 per year |
| Offboarding (whenever contract ends) | \$750 |

Benefits

Global Upside, as the Employer or Record, provides statutory benefits as required by law in each country. If you would like to offer supplemental benefits such as private medical, life, and other coverages, you can elect to provide these benefits at an additional cost. Plans start at \$375 per employee per month, and Global Upside can provide these details.

Onboarding Timeline

A typical onboarding timeline is 30 days from the time the contract is signed, and startup fees and deposits are received. Part of this onboarding process includes executing an employment contract, setting up the employee's payroll and benefits account, and other processes as required by law.

Other Services

In addition to PEO services, Global Upside can make one-time non-service payments to individuals who are residing abroad. The flat fee for this service is \$750.

Social Costs

As noted above, social costs (foreign taxes and statutory benefits charged as a percentage of salary) vary by country, sometimes significantly. Global Upside will ensure all individuals under contract have the necessary taxes and benefits paid in the country of residence. Listed below are some examples of social costs where UNC has large concentration of international students and scholars.

| Social Costs by Country | Percentage Charged |
|--------------------------------|---------------------------|
| Brazil | 36 percent |
| Canada | 7 percent |
| China | 30 percent |
| Germany | 18 percent |
| India | 12 percent |
| Japan | 18 percent |
| Mexico | 35 percent |
| South Korea | 10 percent |
| Taiwan | 23 percent |
| United Kingdom | 17 percent |

Total Costs

Listed below are three country examples (Brazil, China, Germany) of total costs for: 1) an employee whose salary is \$50,000/per year; and 2) another employee whose salary is \$20,000/per year (e.g., graduate research or teaching assistant). These examples are accurate as of October 2020 and are for illustrative purposes only. Actual expenses for specific cases might differ depending on individual circumstances and needs.

| Country - Work Type | Estimated Monthly Salary | Estimated Mandatory Employer Social Charges* | | Global Upside Percentage Fee (doesn't apply in this example) | Global Upside Minimum Monthly Fee (applies in this example) | Fee Total | Expected Total Cost of Employment/Per Month |
|--|--------------------------|--|---------|--|---|----------------|---|
| | | % | \$ | | | | |
| BRAZIL - Employee (\$50,000 per year) | \$4,167 | 36% | \$1,510 | 15% | \$1,500 | \$1,500 | \$7,177 |

*Social Charges include \$10 per month of travel insurance provided to all employees

SUMMARY

| <i>Start Up Fees</i> | | |
|----------------------|-------------|---|
| Onboarding Fee | \$2,000 | One-Time Fee (month 1) |
| Deposit | \$15,000 | 2 months of salary, social charges & fees - fully refunded at the end of the contract |
| Background Check | \$100-\$500 | Per employee estimate based on number of countries employee has lived during past 7 years |
| <i>Ongoing Fees</i> | | |
| Monthly Salary | \$4,167 | |
| Social Charges | \$1,510 | Estimated Mandatory Social Charges are set forth by each country and are always passed through as actual |
| Global Upside Fee | \$1,500 | Per month (minimum fee applies in this example) |
| Wire Fees | \$90 | \$45 per wire (typically 2 wires per month: 1 wire from UNC to Global Upside, and 1 wire from Global Upside to country) |
| <i>Annual Fees</i> | | |
| Tax Filing Fee | \$200 | Annual Tax Filing Fee (typically in January of each year) |
| Offboarding Fee | \$750 | One time fee at end of employee's contract with Global Upside |

| Country - Work Type | Estimated Monthly Salary | Estimated Mandatory Employer Social Charges* | | Global Upside Percentage Fee (doesn't apply in this example) | Global Upside Minimum Monthly Fee (applies in this example) | Fee Total | Expected Total Cost of Employment/Per Month |
|--|--------------------------|--|-------|--|---|----------------|---|
| | | % | \$ | | | | |
| BRAZIL - Graduate Student (\$20,000 per year) | \$1,667 | 36% | \$610 | 15% | \$1,500 | \$1,500 | \$3,777 |

*Social Charges include \$10 per month of travel insurance provided to all employees

SUMMARY

| <i>Start Up Fees</i> | | |
|----------------------|-------------|---|
| Onboarding Fee | \$2,000 | One-Time Fee (month 1) |
| Deposit | \$8,000 | 2 months of salary, social charges & fees - fully refunded at the end of the contract |
| Background Check | \$100-\$500 | Per employee estimate based on number of countries employee has lived during past 7 years |
| <i>Ongoing Fees</i> | | |
| Monthly Salary | \$1,667 | |
| Social Charges | \$610 | Estimated Mandatory Social Charges are set forth by each country and are always passed through as actual |
| Global Upside Fee | \$1,500 | Per month (minimum fee applies in this example) |
| Wire Fee | \$90 | \$45 per wire (typically 2 wires per month: 1 wire from UNC to Global Upside, and 1 wire from Global Upside to country) |
| <i>Annual Fees</i> | | |
| Tax Filing Fee | \$200 | Annual Tax Filing Fee (typically in January of each year) |
| Offboarding Fee | \$750 | One time fee at end of employee's contract with Global Upside |

| Country - Work Type | Estimated Monthly Salary | Estimated Mandatory Employer Social Charges* | | Global Upside Percentage Fee (doesn't apply in this example) | Global Upside Minimum Monthly Fee (applies in this example) | Fee Total | Expected Total Cost of Employment/Per Month |
|---|--------------------------|--|---------|--|---|----------------|---|
| | | % | \$ | | | | |
| CHINA - Employee (\$50,000 per year) | \$4,167 | 30% | \$1,260 | 15% | \$1,500 | \$1,500 | \$6,927 |

*Social Charges include \$10 per month of travel insurance provided to all employees

Summary

| <i>Start Up Fees</i> | | |
|----------------------|-------------|---|
| Onboarding Fee | \$2,000 | One-Time Fee (month 1) |
| Deposit | \$14,000 | 2 months of salary, social charges & fees - fully refunded at the end of the contract |
| Background Check | \$100-\$500 | Per employee estimate based on number of countries employee has lived during past 7 years |
| <i>Ongoing Fees</i> | | |
| Monthly Salary | \$4,167 | |
| Social Charges | \$1,260 | Estimated Mandatory Social Charges are set forth by each country and are always passed through as actual |
| Global Upside Fee | \$1,500 | Per month (minimum fee applies in this example) |
| Wire Fees | \$90 | \$45 per wire (typically 2 wires per month: 1 wire from UNC to Global Upside, and 1 wire from Global Upside to country) |
| <i>Annual Fees</i> | | |
| Tax Filing Fee | \$200 | Annual Tax Filing Fee (typically in January of each year) |
| Offboarding Fee | \$750 | One time fee at end of employee's contract with Global Upside |

| Country - Work Type | Estimated Monthly Salary | Estimated Mandatory Employer Social Charges* | | Global Upside Percentage Fee (doesn't apply in this example) | Global Upside Minimum Monthly Fee (applies in this example) | Fee Total | Expected Total Cost of Employment/Per Month |
|---|--------------------------|--|-------|--|---|----------------|---|
| | | % | \$ | | | | |
| CHINA - Graduate Student (\$20,000 per year) | \$1,667 | 30% | \$510 | 15% | \$1,500 | \$1,500 | \$3,677 |

*Social Charges include \$10 per month of travel insurance provided to all employees

Summary

| <i>Start Up Fees</i> | | |
|----------------------|-------------|---|
| Onboarding Fee | \$2,000 | One-Time Fee (month 1) |
| Deposit | \$8,000 | 2 months of salary, social charges & fees - fully refunded at the end of the contract |
| Background Check | \$100-\$500 | Per employee estimate based on number of countries employee has lived during past 7 years |
| <i>Ongoing Fees</i> | | |
| Monthly Salary | \$1,667 | |
| Social Charges | \$510 | Estimated Mandatory Social Charges are set forth by each country and are always passed through as actual |
| Global Upside Fee | \$1,500 | Per month (minimum fee applies in this example) |
| Wire Fees | \$90 | \$45 per wire (typically 2 wires per month: 1 wire from UNC to Global Upside, and 1 wire from Global Upside to country) |
| <i>Annual Fees</i> | | |
| Tax Filing Fee | \$200 | Annual Tax Filing Fee (typically in January of each year) |
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| Country - Work Type | Estimated Monthly Salary | Estimated Mandatory Employer Social Charges* | | Global Upside Percentage Fee (doesn't apply in this example) | Global Upside Minimum Monthly Fee (applies in this example) | Fee Total | Expected Total Cost of Employment/Per Month |
|---|--------------------------|--|-------|--|---|----------------|---|
| | | % | \$ | | | | |
| GERMANY - Employee (\$50,000 per year) | \$4,167 | 18% | \$760 | 15% | \$1,500 | \$1,500 | \$6,427 |

*Social Charges include \$10 per month of travel insurance provided to all employees

Summary

| <i>Start-Up Fees</i> | | |
|----------------------|-------------|---|
| Onboarding Fee | \$2,000 | One-Time Fee (month 1) |
| Deposit | \$13,000 | 2 months of salary, social charges & fees - fully refunded at the end of the contract |
| Background Check | \$100-\$500 | Per employee estimate based on number of countries employee has lived during past 7 years |
| <i>Ongoing Fees</i> | | |
| Monthly Salary | \$4,167 | |
| Social Charges | \$760 | Estimated Mandatory Social Charges are set forth by each country and are always passed through as actual |
| Global Upside Fee | \$1,500 | Per month (minimum fee applies in this example) |
| Wire Fees | \$90 | \$45 per wire (typically 2 wires per month: 1 wire from UNC to Global Upside, and 1 wire from Global Upside to country) |
| <i>Annual Fees</i> | | |
| Tax Filing Fee | \$200 | Annual Tax Filing Fee (typically in January of each year) |
| Offboarding Fee | \$750 | One time fee at end of employee's contract with Global Upside |

| Country - Work Type | Estimated Monthly Salary | Estimated Mandatory Employer Social Charges* | | Global Upside Percentage Fee (doesn't apply in this example) | Global Upside Minimum Monthly Fee (applies in this example) | Fee Total | Expected Total Cost of Employment/Per Month |
|---|--------------------------|--|-------|--|---|----------------|---|
| | | % | \$ | | | | |
| GERMANY - Graduate Student (\$20,000 per year) | \$1,667 | 18% | \$310 | 15% | \$1,500 | \$1,500 | \$3,477 |

*Social Charges include \$10 per month of travel insurance provided to all employees

Summary

| <i>Start-Up Fees</i> | | |
|----------------------|-------------|---|
| Onboarding Fee | \$2,000 | One-Time Fee (month 1) |
| Deposit | \$7,000 | 2 months of salary, social charges & fees - fully refunded at the end of the contract |
| Background Check | \$100-\$500 | Per employee estimate based on number of countries employee has lived during past 7 years |
| <i>Ongoing Fees</i> | | |
| Monthly Salary | \$1,667 | |
| Social Charges | \$310 | Estimated Mandatory Social Charges are set forth by each country and are always passed through as actual |
| Global Upside Fee | \$1,500 | Per month (minimum fee applies in this example) |
| Wire Fees | \$90 | \$45 per wire (typically 2 wires per month: 1 wire from UNC to Global Upside, and 1 wire from Global Upside to country) |
| <i>Annual Fees</i> | | |
| Tax Filing Fee | \$200 | Annual Tax Filing Fee (typically in January of each year) |
| Offboarding Fee | \$750 | One time fee at end of employee's contract with Global Upside |