



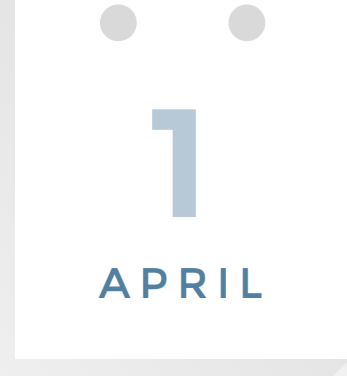
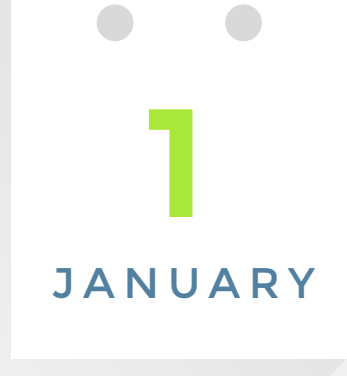
Payroll issuance in CFDI, mandatory in 2014

In 2014, all natural and legal persons must issue their employees' paychecks using the **CFDI** schema (Digital Tax Invoice via Internet) which has already been used for years to issue electronic invoices. To this end, they need to have an **Authorized Certification Provider (PAC)** to stamp these electronic receipts and submit them to the **Tax Administration Service (SAT)** before sending them back to the issuing company.



When must I begin issuing salaries in CFDI?

As of the first of January, issuing payroll receipts in CFDI is mandatory for many companies. Nevertheless, the Miscellaneous Tax Reform for 2014 has granted a three-month extension to some taxpayers.



From January 1, all taxpayers must issue payroll and salaries by CFDI, except:

- Persons with income less than or equal to 500,000 pesos.
- Natural and legal persons with earnings of over 500,000 pesos having submitted justifications via the SAT website. A three-month margin is allowed (until 31 March) to issue the CFDIs for salaries issued prior to 1 January and their corresponding deductions.
- Taxpayers contributing as of January 1, 2014 in the Tax Incorporation Regime (REPECOS).

From this date, all taxpayers, without exception, must issue paychecks in CFDI

What are the advantages?

Companies in Mexico may need to issue up to 4 paychecks monthly, so managing these receipts is a complicated task for many businesses. Nevertheless, this new tax obligation is a great opportunity to optimize the process, as workers can now sign their paychecks electronically, avoiding waits and other manual processes. In other words, payroll management can become a 100% electronic process.

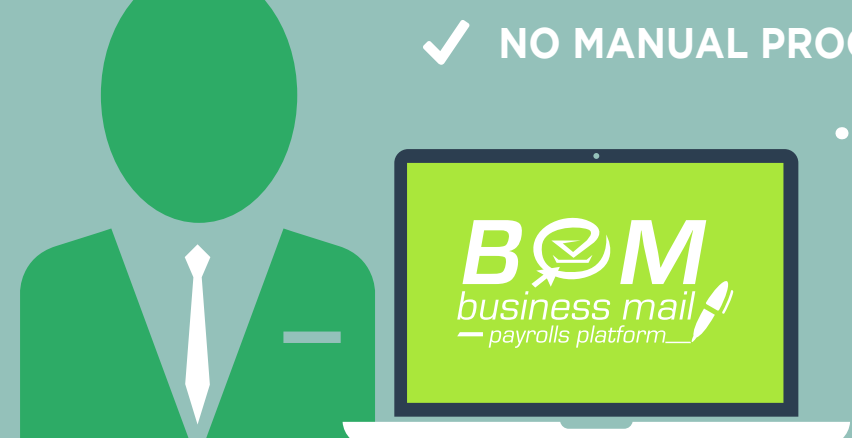


WITHOUT ELECTRONIC PROCESSING



WITH ELECTRONIC PROCESSING

- ✓ NO WAITING
- ✓ NO STANDING IN LINE
- ✓ NO MANUAL PROCESSES



Why choose Edicom?



Better management

Because the signed receipts are stored efficiently and for the time required by law.



Lower costs

Because with our electronic solutions your savings can be up to 88%.



Enhanced security

Because electronic signature is legal and safer than handwritten.



Fewer incidents of things going missing

Because with 100% electronic management salaries don't get lost or buried in paperwork.



Faster

Because distributing and delivering paychecks is simplified, ending long lines at Human Resources departments.



Secure Safekeeping

Because payroll receipts are stored securely in electronic support, with real-time access guaranteed whenever required. (add new point).

How does our CFDI Payroll solution work?

1.

ISSUANCE



The employer creates the payroll CFDI with the management software



The PAC certifies and submits it to the SAT



The EDICOM platform stores the payroll receipt for safekeeping

2.

PAYCHECK DISTRIBUTION AND SIGNATURE



EDICOM publishes the paychecks in a secure web portal



Workers receive an e-mail and use their credentials to access the portal



Now they can check the salary and sign it electronically with a simple click*

*EDICOM must have previously issued an e-certificate in the name of each worker.

3.

SIGNED RECEIPT STORAGE



Paycheck receipts are securely stored with access and retrieval fully guaranteed.



The employer knows the status of the receipts, all times: delivered, signed, rejected, pending signature...

www.edicomgroup.com

CONTACT

t: 01 800 841 0241
t: D.F. +52 (55) 52 12 15 66

