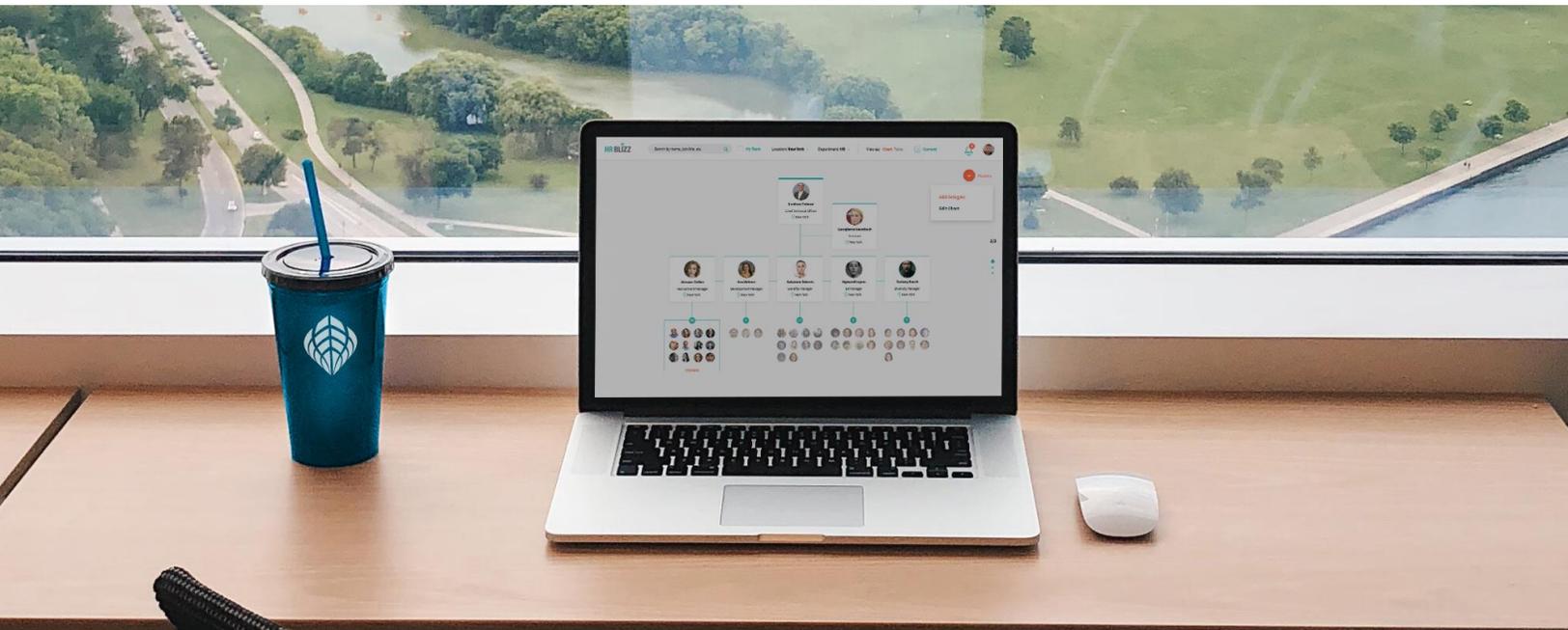




Simplifying Employment
Tasks Worldwide

Jordan Statutory Change Alert

Social Security Contribution Cap Raised in Jordan



JORDAN



March 11, 2020



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We help you achieve your global ambitions

Thank you for trusting Mercans to outsource your HR and Payroll functions. We propose HR consulting services, actionable solutions, and cost-effective global payroll processing tools to energize your human capital management in real-time and augment your performance. We are dedicated to becoming your business growth facilitator.



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Mercans at a Glance

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5k+ Customers Worldwide	97% Client Retention Rate	1.5X Annual Revenue Growth
25k+ Largest Single Country Payroll	2.5M+ Pay Slips per Annum	0 Security Breaches

Number one for outsourced payroll services, we are endorsed by international authorities.



Mercans has the highest industry quality and IT security certifications.





Jordan – social security contribution cap revised effective from January 1, 2020.

Effective from January 1, 2020, the Kingdom of Jordan has increased the maximum monthly salary amount that is subject to social security contributions from **JOD 3,186** to **JOD 3,328**. The new maximum applies to employees who were enrolled with the Jordanian Social Security Corporation (“SSC”) by their first employer in the country after October 15, 2009.

For employees registered with SSC before October 15, 2009, the monthly salary cap remains at JOD 5,000. The revised maximum salary is subject to social security and applies to all compensation received after January 1, 2020.

Social security contributions are calculated by the Jordanian SSC based on employees’ monthly fixed remuneration, inclusive of any fixed allowances or supplemental compensation, declared to SSC by their employers at the beginning of the respective calendar year. The current social security contribution rate for employees is 7.5% and 14.25% for employers.

Sample social security contribution calculations, reflecting the revised social security salary cap, are provided below:

	Employee Registered with SSC Before 15 Oct. 2009		Employee Registered with SSC After 15 Oct. 2009	
	Monthly Amount in JOD	Monthly Amount in JOD	Monthly Amount in JOD	Monthly Amount in JOD
Fixed compensation	5,000.000	2,000.000	5,000.000	2,000.000
Variable compensation	1,000.000	500.000	1,000.000	500.000
Total monthly compensation	6,000.000	2,500.000	6,000.000	2,500.000
Monthly compensation subject to social security	5,000.000	2,000.000	5,000.000	2,000.000



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Monthly social security CAP	5,000.000	5,000.000	3,328.000	3,328.000
Employee contribution (7.5%)	375.000	150.000	249.600	150.000
Employer contribution (14.25%)	712.500	285.000	474.240	285.000

Please contact your Mercans' services delivery team for any additional information regarding the implications of the above change.

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3M



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What Makes Mercans your HR and Payroll Partner of Choice?

We Simplify Employment Tasks Worldwide

Everywhere for Everyone

We are a borderless people engagement enabler, driven by technology and innovation. We deliver bespoke human capital management services and global payroll solutions to empower businesses across 110+ countries regardless of their organizations' size and their industry. We pride ourselves on being global people experts with a striking local presence, committed to making your teams happy, and ensuring the consistent and sustainable growth of your organization.

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Supported by 500+ payroll and HR specialists with in-depth local knowledge, Mercans operate globally. Our pioneering human resources consulting services and trailblazing SaaS platforms are already satisfying 5,000+ international clients, ensuring timely measurable results and bottom-line savings. Thanks to success-oriented teams striving for excellence and taking care of our clients' tasks within budget, we have gained the trust of major multinational companies.

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Say goodbye to third-party service providers, offshore call centers, fragmented data, and endless chains of sub-contracts.

Mercans cloud-based SaaS Products, HR Blizz™ & Mesar™, combine the performance of proprietary technologies with a human touch. Cost-effective, they are fully-compliant self-service tools, packed with smart built-in features for your peace of mind. All your data are integrated into single interfaces accessible from everywhere and on any device.

Trailblazing Cloud-Based SaaS Products

HR Blizz & Mesar, our Software-as-a-Service platforms, both propose a preconfigured API integration capability with all the major global HRMS platforms, including SuccessFactors, Workday, Oracle HCM, and MS Dynamics. All Mercans systems and processes are GDPR compliant, ISO 9001, 20000, 27001 certified, and SOC 1 and SOC 2 audited. A registered Finpro expert, Mercans is also a member of the Global Payroll Association and the Global Payroll Management Institute.



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