



Q1 2025

Our quarterly wrap-up!

As we kick off the new quarter, we are excited to bring you the latest from Amesto Global. This year is already shaping up to be an exciting one with new collaborations, a busy spring event season and some significant milestones for our growing team.

In this edition, we will explore the complexities of US compliance and share tips on navigating corporate governance in the US. We will also shine a spotlight on the incredible women behind our *Global Payroll Team*, whose expertise is making a significant impact on business operations worldwide.

We are thrilled to continue building strong connections and helping our clients succeed on their international expansion journeys. *Together, we grow!* If you are viewing this on mobile, you can also read this newsletter on our website [here](#).

EVENTS

Out & about.

NYC ST PATRICK'S: US-IRELAND BUSINESS GROWTH

We had a strong presence at several key events in New York City during St. Patrick's Week, reinforcing our commitment to fostering collaboration between the US and Ireland. From the launch of the *American Chamber of Commerce Ireland's* US-Ireland Business Report: "Succeeding Together" at the Consulate General of Ireland to the Bank of Ireland's annual St. Patrick's Day celebration, these gatherings highlighted the growing influence of Irish companies expanding into the US.

With over 970 Irish companies now operating in the US and supporting more than 118,000 jobs, Irish businesses continue to drive cross-border trade and innovation. Amesto Global is proud to support this momentum, helping Irish-headquartered companies navigate the complexities of establishing and scaling their US operations.



CATCH ARMIN ON THE CONNECTAVERSE WEBINAR!

We are excited to announce our new premium partnership with the **ConnectaVerse**, a global platform that connects businesses with trusted local service providers for seamless international expansion. Together, we are delivering value-driven, hands-on support to companies expanding and operating in North America and Europe.

To kick things off, Armin will be a featured panelist on the ***Break Into the US Market: Win Faster, Grow Smarter*** webinar hosted by the ConnectaVerse on Wednesday, April 9! He will share essential insights and strategies for companies looking to successfully navigate and expand into the US market. Don't miss this chance to gain expert guidance, register [here](#)!

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SAASIEST MALMÖ 2025 - HERE WE COME!

We are excited to be heading back to **SaaSiest Malmö** this spring! Taking place May 6-7 in Malmö, Sweden, SaaSiest is one of Scandinavia's largest community-driven B2B SaaS events. Our team will be there, diving into all things international expansion. Keep an eye out for Sims and Emma, who will be ready to share insights, tips and strategies!

Attending SaaSiest? Let's connect while we're there! Reach out to **Sims** or **Emma**.



SEE YOU AT SELECTUSA!

We are back on the road for the *SelectUSA Investment Summit*, happening May 11-14 in National Harbor, Maryland, USA! This is the go-to event for companies looking to expand into the US market, bringing together business leaders, government officials and industry experts from all 50 states and 80+ global markets.

Sims and **Ger** will be there, ready to discuss strategies for successfully entering and growing in the US market. Thinking about attending? Learn more [here](#).

CLIENT SUCCESS STORY

End-to-end UK payroll solution for a mid-sized international company.

A fast-growing engineering company in the UK, with over 80 employees, struggled with inefficiencies in their payroll process. Their previous provider only offered basic payroll software, leaving the company's internal finance and HR teams to manage critical administrative tasks. As the company expanded, these gaps led to compliance risks and operational challenges.

Amesto Global was brought on board to deliver a comprehensive, end-to-end payroll solution that would streamline operations and reduce the burden on internal teams. Our approach

included automated input management, flexible payroll processing, expert HR support and a seamless onboarding/offboarding experience. The result was a transformed payroll operation, improved compliance and a significant reduction in administrative workload.

With Amesto Global's tailored solution, the company is now set up for scalable growth, offering a smoother payroll process, enhanced employee experience and long-term cost savings.

Read the full case study [here](#).



Don't let Corporate Governance be an afterthought in your expanding US operations.

Many fast-growing companies set their sights on the United States for its large market, ample funding opportunities and limitless growth potential. But amid the excitement of expansion, corporate secretarial compliance is often not even on the radar—until investors, regulators or a due diligence process bring it to the forefront.

Unlike many European countries with centralized corporate governance, the US operates under a decentralized system, making compliance a complex and ongoing process. Remaining in good standing in the US requires careful governance, managing diverse state regulations, Directorship and meeting requirements. Beyond compliance, strong corporate secretarial practices help safeguard shareholder value and ensure businesses are prepared for the next stage of their growth journey.

At Amesto Global, we have seen companies struggle again and again with the compliance complexities that the US market presents. Here are some tips on how to avoid potential challenges:

Do: Remember that compliance is an ongoing commitment, not a one-time task.

Stay on top of both federal and state-specific regulations by keeping accurate records, meeting filing deadlines and maintaining clear governance structures. Regularly reviewing your company's compliance ensures that all filings are up-to-date, corporate structures remain intact and any potential risks or discrepancies are identified before they escalate.

This proactive approach not only helps maintain good standing but also strengthens corporate governance, mitigates legal risks and enhances operational efficiency, ultimately supporting long-term business stability and growth.

Don't: Neglect state-specific compliance obligations.

Corporate compliance in the US operates within a decentralized framework, where each of the 50 states has its own distinct set of rules for entity formation, governance and ongoing reporting. These regulations can vary significantly, with some states requiring more frequent filings or stricter governance standards than others.

Staying informed about state-specific requirements and ensuring timely filings and record-keeping can help your business maintain smooth operations and avoid unnecessary complications. Adhering to these obligations also strengthens your business's credibility, making it easier to engage with investors, secure financing and build lasting relationships with clients and stakeholders.

Are your US corporate records in good standing? Ensure your business stays compliant and avoids potential risks. Our team can perform a *Corporate Entity Health Check*, reviewing and comparing your corporate data with public records to identify any mismatches. We ensure your company remains in good standing by verifying adherence with FinCEN and Annual Franchise Tax filing requirements. Learn more [here](#).



IN THE NEWS

We are finalists at Xero Awards Ireland 2025!

We are thrilled to share that Amesto Global has been named a finalist in the *Digital Innovator of the Year* category at this year's *Xero Ireland Awards*.

This recognition is a testament to our team's dedication to innovation. By leveraging technology, we have transformed the way we work, streamlining operations, enhancing client service and delivering real results. As **Xero Gold Partners**, we take great pride in simplifying business and simplifying life for our clients every day.

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Our team.

This quarter, we have welcomed new team members across all three of our offices. Our Spain-based team recently settled into a



beautiful, sunny new office in downtown Barcelona, and everyone is enjoying the spacious terrace. We have also had some great team visits, which have made this time even more special as we continue to grow together!

POWERED BY WOMEN

Meet Amesto Global's Payroll Team.

As we celebrate International Women's Month, we shine a light on the powerhouse team behind Amesto Global's **Payroll services**: an all-female group spanning three countries, multiple languages and diverse cultural backgrounds. Together, they have set new standards in payroll management, driving both innovation and client satisfaction and making a profound impact on businesses worldwide. Over the past 18 months, this team has not only built a solid foundation but has also redefined payroll excellence, taking Amesto Global's services to new levels of efficiency.



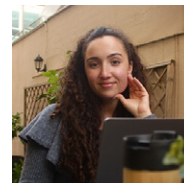
Nicole Hinrichsen
*Senior Manager, Payroll
& HR Administration*



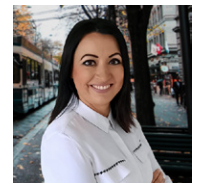
Carla Giombi
Global Payroll Specialist



Jessica Kestler
US Payroll Specialist



Silvia Pascuet
*Global Payroll & HR
Admin Specialist*



Alicja Oryl
Global Payroll Specialist

What started as a small, two-person team in a single office has evolved into one of the fastest-growing teams at Amesto Global. Today, our Global Payroll Team spans the United States, Spain and Ireland, with five talented women driving our success. Each member brings a wealth of expertise and a deep commitment to simplifying business operations for our clients, helping businesses navigate the complexities of global payroll with precision.

What truly sets this team apart isn't just their growth, but the

way they work together. Despite their diverse backgrounds, languages and various time zones, they share a common goal: to provide seamless, compliant and client-centric payroll services, no matter how complex the challenge. From the outset, the team has focused on building systems and processes that not only deliver exceptional payroll services worldwide but also reflect Amesto Global's commitment to an inclusive, supportive and innovative workplace.

Read the full article [here](#).

Interested in learning more? Reach out to globaloperations@amesto.com

