### Agency Contractor Countries

#### SmartLabor II Deployed Countries

<table>
<thead>
<tr>
<th>Region</th>
<th>Countries</th>
</tr>
</thead>
</table>
| Americas | **Canada**  
           | **Puerto Rico**  
           | **USA**          |
| APJ    | Australia  
           | China  
           | **Hong Kong**  
           | India  
           | Japan  
           | **Malaysia**  
           | New Zealand  
           | South Korea  
           | **Singapore** |
| EMEA   | **Czech Republic**  
           | Denmark  
           | Finland  
           | France  
           | Germany  
           | Hungary  
           | Ireland  
           | Italy  
           | Morocco  
           | **Netherlands** |

**Integrated invoicing deployed**

**Integrated invoicing deployment in process**

### Lite Model Deployed Countries

<table>
<thead>
<tr>
<th>Region</th>
<th>Countries</th>
</tr>
</thead>
</table>
| Americas | Argentina  
           | Brazil  
           | Colombia  
           | Peru          |
| APJ    | Philippines  
           | Taiwan  
           | Vietnam       |
| EMEA   | **Angola**  
           | Austria  
           | Belgium  
           | Bulgaria  
           | Croatia  
           | Greece  
           | Ireland (Galway)  
           | Ireland (HPFS)  
           | Israel  
           | Kenya  
           | Luxembourg  
           | Portugal  
           | South Africa  
           | Saudi Arabia  
           | Tunisia  
           | Turkey  
           | UAE          |