

## Fiscal Version 2008

Beginning January 1st, 2008, the fiscal reform authorized by the Mexican Congress and presented in the official publication of the federal government (Diario Oficial de la Federación) on October 1<sup>st</sup>, 2007 takes effect. Included in the modifications presented in such reform is one that impacts the Income Tax (Impuesto sobre la Renta or ISR) with the introduction of the Employment Subsidy (Subsidio para el Empleo or SUBE), which must be withheld by the employer in a correct, timely, and mandatory manner.

Continuing with our commitment to offer timely solutions to our clients, ensuring the appropriate fulfillment of their obligations, Grupo Tress Internacional will release in January of this year the new 2008 Fiscal Version of Sistema TRESS, that includes the needed adaptations to operate according to new fiscal regulations.

### Implemented changes in Sistema TRESS' 2008 Fiscal Version

- **New procedure for the estimation and follow-up of ISR**  
The new calculation and follow-up procedure for the functions that estimate the tax according to the 2008 Fiscal Reform is included. The consult of the tariff in Article 114 Subsidy (abolished) is eliminated and the tariffs for Employment Subsidy (Subsidio para el Empleo) are included.
- **Monthly limit for Employment Subsidy (SUBE - Subsidio para el Empleo)**  
New alternatives are offered to determine the application of the Employment Subsidy taking into account the monthly limit defined by law.
- **Change in the function that calculates the seniority premium, retirement, and indemnity tax**  
The function used to calculate taxes on separation payments is modified, eliminating consults to the Employment Subsidy Table (Subsidio para el Empleo) as indicated in the 2008 Fiscal Reform.
- **Adaptation of Sistema TRESS' captions**  
All captions that make reference to Tax credit on Salary (Crédito al Salario) for the Employment Subsidy (Subsidio al Empleo) in all windows and procedures in Sistema TRESS have been modified.