

<b>Payroll Country</b>	<b>Group</b>
Afghanistan	Group 2
Aland Islands	Group 1
Albania	Group 1
Algeria	Group 1
American Samoa	Group 1
Andorra	Group 1
Angola	Group 2
Anguilla	Group 1
Antarctica	Group 2
Antigua And Barbuda	Group 1
Argentina	Group 2
Armenia	Group 2
Aruba	Group 1
Australia	Group 1
Austria	Group 1
Azerbaijan	Group 2
Bahamas	Group 1
Bahrain	Group 1
Bangladesh	Group 2
Barbados	Group 1
Belarus	Group 2
Belgium	Group 1
Belize	Group 1
Benin	Group 2
Bermuda	Group 1
Bhutan	Group 2
Bolivia	Group 2
Bosnia And Herzegowina	Group 1
Botswana	Group 1
Bouvet Island	Group 2
Brazil	Group 2
British Indian Ocean Terr	Group 1
Brunei Darussalam	Group 1
Bulgaria	Group 1
Burkina Faso	Group 2
Burundi	Group 2
Cambodia	Group 2
Cameroon	Group 2
Canada	Group 1
Cape Verde	Group 2
Cayman Islands	Group 1
Central African Republic	Group 2
Chad	Group 2
Chile	Group 1

China	Group 2
Christmas Island	Group 1
Cocos (Keeling) Islands	Group 1
Colombia	Group 2
Comoros	Group 2
Congo	Group 2
Congo-Democratic Republic	Group 2
Cook Islands	Group 1
Costa Rica	Group 1
Cote DIvoire	Group 2
Croatia (Hrvatska)	Group 1
Cuba	Group 1
Cyprus	Group 1
Czech Republic	Group 1
Denmark	Group 1
Djibouti	Group 2
Dominica	Group 1
Dominican Republic	Group 1
East Timor	Group 2
Ecuador	Group 2
Egypt	Group 2
El Salvador	Group 2
Equatorial Guinea	Group 1
Eritrea	Group 2
Estonia	Group 1
Ethiopia	Group 2
Faeroe Islands	Group 1
Falkland Islands	Group 1
Fiji	Group 1
Finland	Group 1
France	Group 1
France - Metropolitan	Group 1
French Guiana	Group 1
French Polynesia	Group 1
French Southern Terr	Group 2
Gabon	Group 1
Gambia	Group 2
Georgia	Group 2
Germany	Group 1
Ghana	Group 2
Gibraltar	Group 1
Greece	Group 1
Greenland	Group 1
Grenada	Group 1
Guadeloupe	Group 1

Guam	Group 1
Guatemala	Group 2
Guernsey	Group 1
Guinea	Group 2
Guinea-Bissau	Group 2
Guyana	Group 2
Haiti	Group 2
Heard & Mcdonald Islands	Group 2
Honduras	Group 2
Hong Kong	Group 1
Hungary	Group 1
Iceland	Group 1
India	Group 2
Indonesia	Group 2
Iran	Group 1
Iraq	Group 2
Ireland	Group 1
Isle of Man	Group 1
Israel	Group 1
Italy	Group 1
Jamaica	Group 1
Japan	Group 1
Jordan	Group 1
Kazakhstan	Group 2
Kenya	Group 2
Kiribati	Group 2
Korea, DPR	Group 2
Korea, Republic of	Group 1
Kosovo	Group 2
Kuwait	Group 1
Kyrgyzstan	Group 2
Laos	Group 2
Latvia	Group 1
Lebanon	Group 1
Lesotho	Group 2
Liberia	Group 2
Libya	Group 2
Liechtenstein	Group 1
Lithuania	Group 1
Luxembourg	Group 1
Macau	Group 1
Macedonia	Group 1
Madagascar	Group 2
Malawi	Group 2
Malaysia	Group 1

Maldives	Group 1
Mali	Group 2
Malta	Group 1
Marshall Islands	Group 1
Martinique	Group 1
Mauritania	Group 2
Mauritius	Group 1
Mayotte	Group 1
Mexico	Group 2
Micronesia	Group 2
Moldova	Group 2
Monaco	Group 1
Mongolia	Group 2
Montenegro	Group 1
Montserrat	Group 1
Morocco	Group 2
Mozambique	Group 2
Myanmar	Group 2
Namibia	Group 2
Nauru	Group 2
Nepal	Group 2
Netherlands	Group 1
Netherlands Antilles	Group 1
New Caledonia	Group 1
New Zealand	Group 1
Nicaragua	Group 2
Niger	Group 2
Nigeria	Group 2
Niue	Group 2
Norfolk Island	Group 1
Northern Mariana Islands	Group 1
Norway	Group 1
Oman	Group 1
Pakistan	Group 2
Palau	Group 1
Palestine	Group 1
Panama	Group 1
Papua New Guinea	Group 2
Paraguay	Group 2
Peru	Group 2
Philippines	Group 2
Pitcairn Islands	Group 2
Poland	Group 1
Portugal	Group 1
Puerto Rico	Group 1

Qatar	Group 1
Reunion	Group 1
Romania	Group 2
Russian Federation	Group 2
Rwanda	Group 2
Saint Barthelemy	Group 1
Saint Helena and Tristan Da Cunha	Group 1
Saint Kitts And Nevis	Group 1
Saint Lucia	Group 1
Saint Martin	Group 1
Samoa	Group 2
San Marino	Group 1
Sao Tome And Principe	Group 2
Saudi Arabia	Group 1
Senegal	Group 2
Serbia	Group 1
Seychelles	Group 1
Sierra Leone	Group 2
Singapore	Group 1
Slovakia	Group 1
Slovenia	Group 1
Solomon Islands	Group 2
Somalia	Group 2
South Africa	Group 1
South Georgia and South Sandwich Islands	Group 1
South Sudan	Group 2
Spain	Group 1
Sri Lanka	Group 2
St Pierre And Miquelon	Group 1
St Vincent And Grenadines	Group 1
Sudan	Group 2
Suriname	Group 2
Svalbard and Jan Mayen Islands	Group 1
Swaziland	Group 2
Sweden	Group 1
Switzerland	Group 1
Syria	Group 2
Taiwan	Group 1
Tajikistan	Group 2
Tanzania	Group 2
Thailand	Group 2
Togo	Group 2
Tokelau	Group 1
Tonga	Group 1
Trinidad & Tobago	Group 2

Tunisia	Group 1
Turkey	Group 2
Turkmenistan	Group 2
Turks And Caicos Islands	Group 1
Tuvalu	Group 2
U S Minor Island	Group 1
Uganda	Group 2
Ukraine	Group 2
United Arab Emirates	Group 1
United Kingdom	Group 1
United States of America	Group 1
Uruguay	Group 1
Uzbekistan	Group 2
Vanuatu	Group 2
Vatican	Group 1
Venezuela	Group 2
Vietnam	Group 2
Virgin Islands (British)	Group 1
Virgin Islands (U.S.)	Group 1
Wallis And Futuna Islands	Group 1
Western Sahara	Group 2
Yemen	Group 2
Yugoslavia	Group 1
Zambia	Group 2
Zimbabwe	Group 2