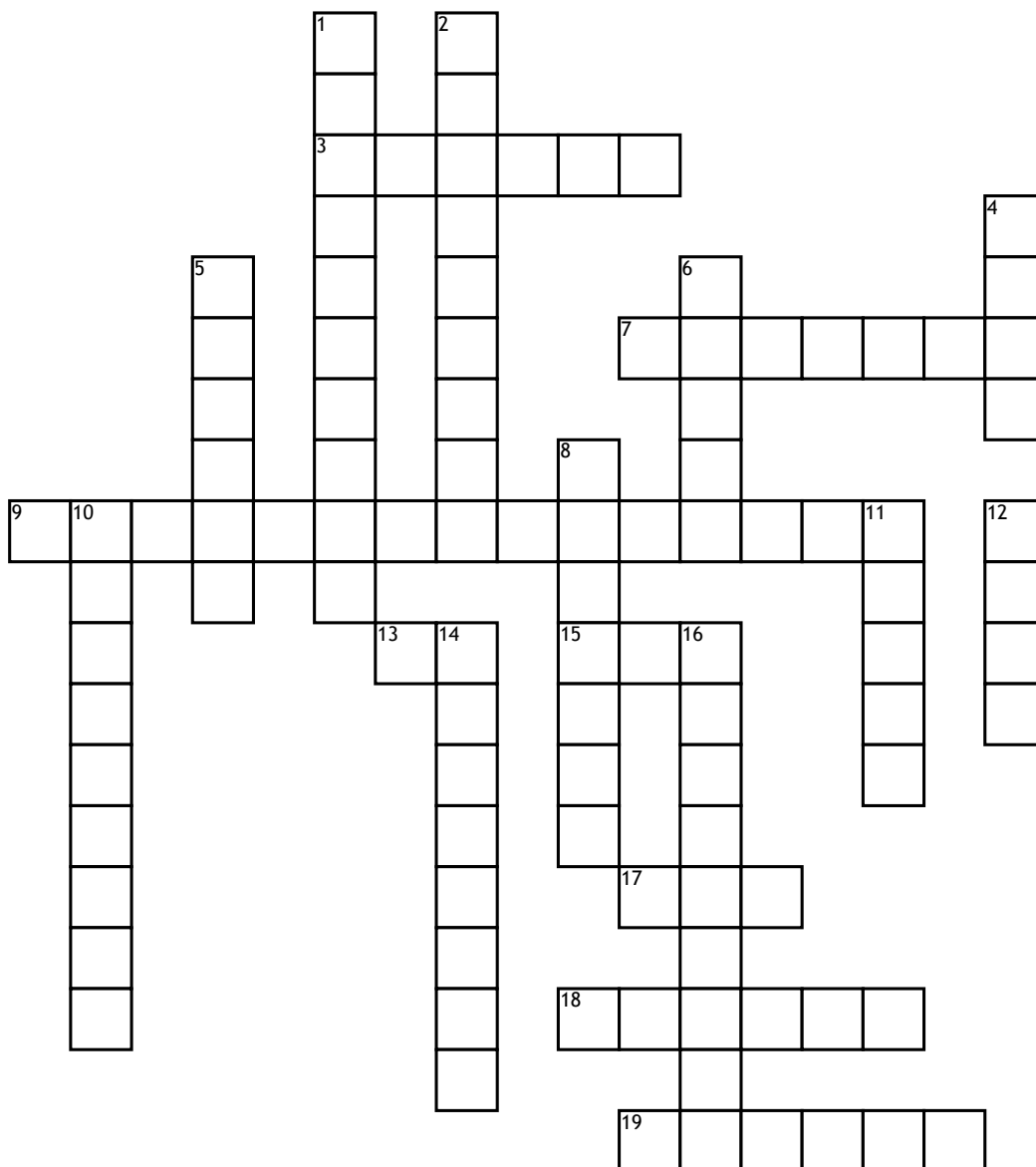


Name: \_\_\_\_\_ Date: \_\_\_\_\_

# ISG SSOW Crossword



## Across

3. Country with the greatest Payroll complexity  
7. Journal \_\_\_\_\_  
9. Most common F&A process in shared services  
13. Genpact origin company  
15. Blue Prism named this type of automation  
17. Common commercial model for pricing

18. Country with largest withholding tax on services  
19. \_\_\_\_\_ to Report

## Down

1. Y2K started this trend  
2. Advanced \_\_\_\_\_  
4. \_\_\_\_\_ Application  
5. Destination for shared services in Poland  
6. First significant offshore country

8. Most common HR process outsourced  
10. Watson and Holmes are examples  
11. First full service HRO provider  
12. Organization creating this event  
14. Foreign \_\_\_\_\_  
16. Most Companies offshore to achieve labor \_\_\_\_\_