

nuvo cargo

Location: MX
Employees: 85 employees
Industry: Logistics
Customer since: December 2021
Website: <https://www.nuvocargo.com>

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About Nuvocargo

Nuvocargo is a technology driven freight forwarder that helps companies manage the movement of goods between Mexico and the United States through a combination of proprietary software and specialized logistics services. Its model simplifies complex cross border operations by integrating transportation, customs processes, insurance, and logistics coordination into a single experience. From its inception, the company was built with an international mindset, operating across borders with distributed teams and leadership based in the United States. As Nuvocargo expanded and formally established operations in Mexico, the company faced the challenge of building a local team while maintaining the operational standards expected from a fast growing international business.

What challenges did they face when structuring payroll in Mexico?

One of the first challenges was launching payroll operations in a country with highly specific labor and tax requirements without having extensive internal expertise in the Mexican regulatory environment. Mexico requires strict compliance with payroll obligations, including IMSS registrations, ISR calculations, payroll stamping, and multiple reporting requirements. Any mistake could create legal risks, financial penalties, or negative employee experiences.



Although Nuvocargo already had strong operational processes at an international level, adapting those standards to the Mexican market required local knowledge and reliable execution. Another important factor was visibility. With leadership operating primarily from New York, the company needed a way to maintain complete oversight of payroll operations in Mexico without relying on fragmented spreadsheets, manual processes, or opaque third party systems. The team needed a clear understanding of how salaries, bonuses, commissions, and benefits should be structured while ensuring compliance from the very beginning.

“We needed a solution that would allow us to operate payroll in Mexico in an ethical, digital, and fully legal way, even without deep knowledge of local regulations.

- Santiago Sánchez Lemus, RRHH

How has Runa strengthened payroll management and financial control for the team in Mexico?

Runa allowed Nuvocargo to centralize and professionalize its payroll operation in Mexico from day one. More importantly, it provided complete visibility into every component of payroll, enabling the company to understand and manage the process with confidence. Through a centralized platform, the team can monitor salaries, bonuses, commissions, and all payroll related expenses in a structured and transparent way. This level of visibility has significantly improved financial planning and operational control. Managers can easily review payroll summaries, generate detailed reports, track variations in compensation, and analyze labor costs without slowing down daily operations.

“Runa helped us gain clear control over payroll, bonuses, and all expenses related to our team in Mexico, allowing us to operate with peace of mind from day one.

- Santiago Sánchez Lemus, RRHH

What factors were decisive in choosing Runa as a strategic ally?

Nuvocargo selected Runa because it offered the combination of modern technology, regulatory expertise, and operational simplicity that the company needed to support its expansion into Mexico. The ability to manage payroll through a cloud based platform provided immediate access to information, reports, and payroll data from anywhere, which was especially valuable for a company with international leadership and distributed teams. Compliance was another decisive factor. The company needed confidence that its payroll structure would align with Mexican labor and tax regulations while remaining flexible enough to support future growth. Beyond the technology itself, the quality of support played an important role. Entering a new country involves continuous learning, operational adjustments, and regulatory questions. Having access to a team that understood the Mexican payroll environment and could provide clear guidance throughout the process gave Nuvocargo additional confidence.



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4.9/5.0



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