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THE INTERNATIONAL EOR PEOPLE

“How to Choose the Right
Employer of Record Partner
for your Business.”

Sam Barnes,
Co-Founder & Sales Director



What'll we'll be covering today:

Why do I need to know how to choose an EOR (Employer of Record)?

The relevance of geographies.

How important are your employees?

The role of technology in EOR.

Owned entities versus partners – the big debate.

The biography of the EOR.

Factoring in price.



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POLLING QUESTION

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Why is this even
a question?

The Employer of Record market has changed massively, even over the last 5 years. And buyers now have an abundance of choice...



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The relevance of geography





Basic information gathering.

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How important
are your
employees?





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POLLING QUESTION



- Are your international hires as important as your direct hires?
- What value do you place on employee experience?
- How hard was it to find the candidate you want to hire?
- What would it cost to repeat the recruitment?
- For a relocating employee, how difficult would they be to replace?



The role of technology in EOR

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POLLING QUESTION



- What service goes alongside the platform?
- If an issue arises, will I be left to BOTs and FAQs?
- How easily can I call someone if I need to?
- Am I getting a one-size fits all solution?
- Do I need consultancy?
- How complex are my reporting needs?

Owned entities versus partners



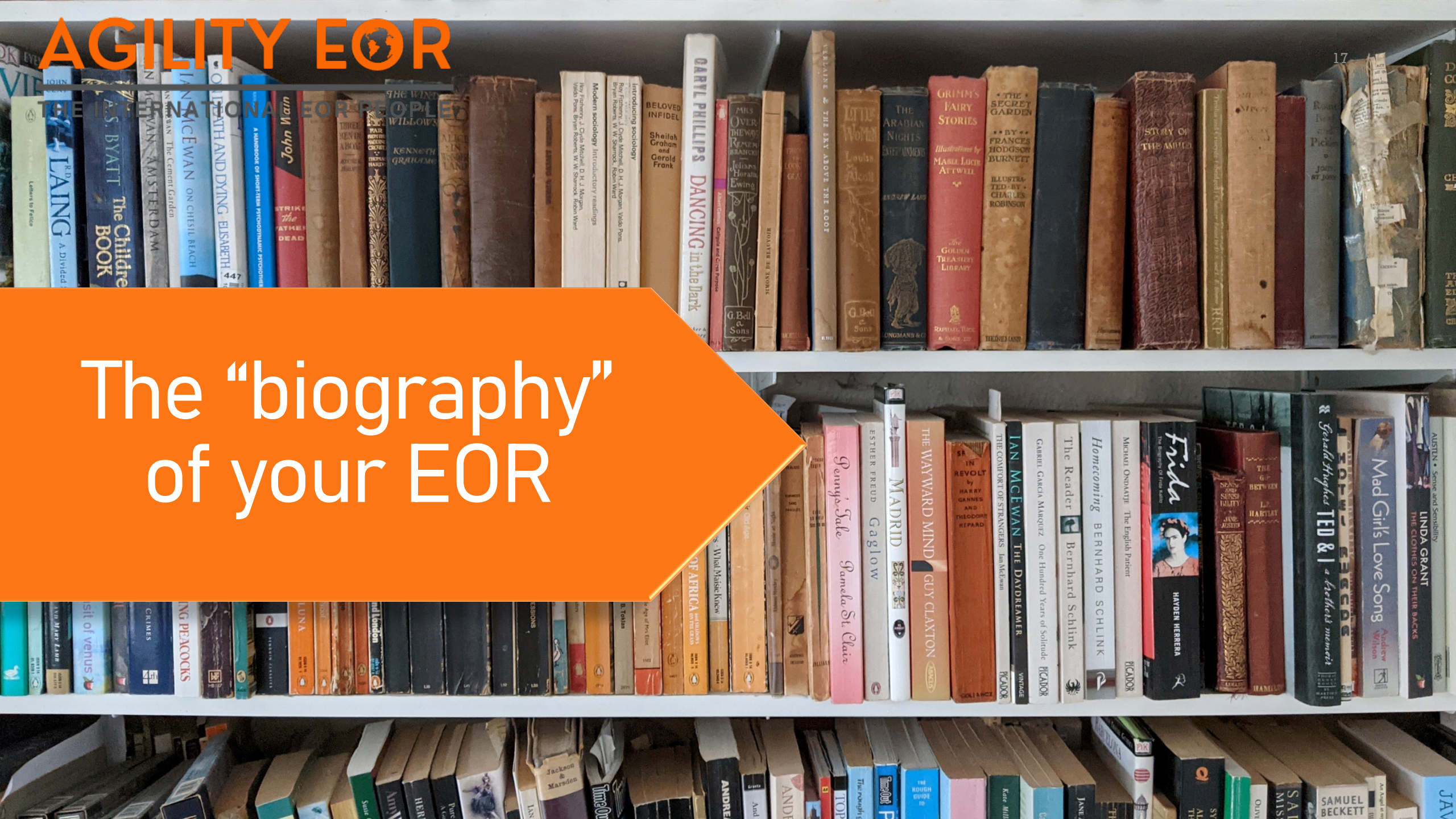


“By working with local partners in the jurisdictions we cover, we have access to a greater depth of expertise. We share the overheads of running the international entities with other businesses who use the same local partner, reducing our costs and therefore our fees”

Or

“By having our own local entities, we have full control over the costs of delivering our solution. And because we only work with directly employed people, we can provide a more responsive service”.

The “biography” of your EOR



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- What is the story behind the company?
- How old is it?
- Is EOR their core activity?
- Who owns the business?
- Who will be looking after my employees and what is their experience?



Factoring in costs...





- What is the cost to your business if your employees have a bad experience working with your EOR?
- What is the cost of your time, or your colleagues' time, in chasing your EOR or checking their work?
- Is your EOR charging you for “bells and whistles” you will never have need to use?

In Summary, to choose the right partner for you....

- ✓ Have your requirements ready and give particular focus to *where* you want to employ people.
- ✓ Think about the people you are going to employ and how important they are to your business.
- ✓ How much do you want to speak with a person versus work in a platform and how complex are your reporting requirements?
- ✓ Don't worry too much about whether an EOR has its own entity – a reliable local partner may be just as good.
- ✓ Get to know the business you are thinking of working with.
- ✓ Consider the *whole* costs, not just the EOR *fee*. If your budget can stretch, you might ultimately get better value from a provider with a higher fee.

Any questions?

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Sam Barnes

sam@agilityeor.com

+447939 580 141