



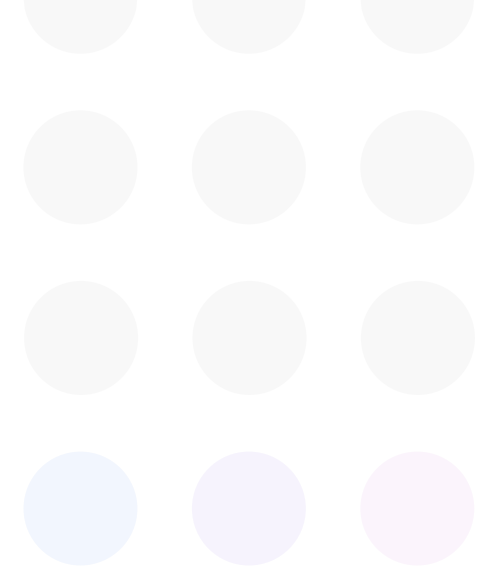
atlas



What to expect when partnering with a **Global Employer of Record Payroll Provider**



Housekeeping



- The webinar is being recorded
- Post questions in chat
- The recording will be sent to you post webinar



Presenters

SIMPLIFYING GLOBAL EXPANSION



Rick Hammell
Chief Executive Officer

Atlas



Melanie Pizzey
Chief Executive Officer

GPA



Agenda

- 1 Introductions of Presenters
- 2 Poll Question # 1
- 3 Future of Work
- 4 What To Expect When Partnering With An EOR
- 5 Poll Question # 2
- 6 Service Delivery Expectations



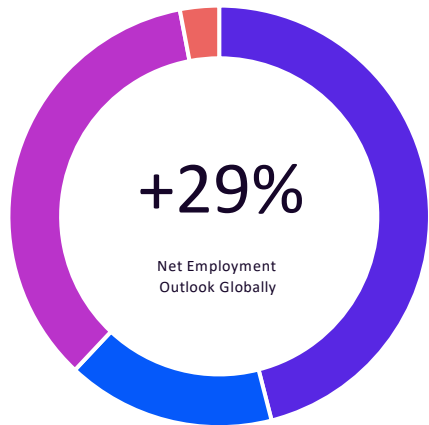
POLL:
**How many of you use or know
what an Employer of Record is?**



What has changed with global hiring trends?

The Future Of Work Is Revolutionizing Global Hiring Trends

Global Employment Outlook – Q2 2022



- 46% Plan to Hire
- 16% Expect a Staffing Decrease
- 35% Plan to Keep Workforce Levels Steady
- 3% Undecided

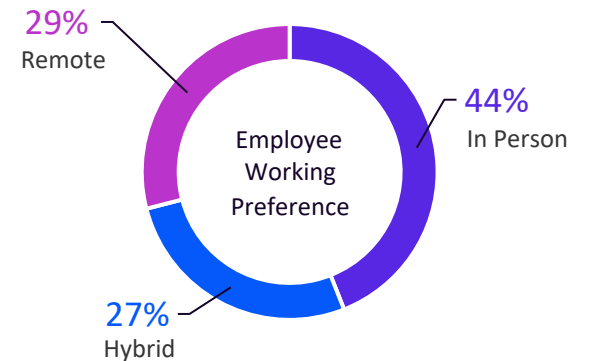
- Strong hiring optimism continues into Q2 2022
- 2021 saw the highest ever share of US employers with unfilled positions, resulting in companies increasingly turning to other geographies to fill skilled workforce gaps
- Modern workplace benefits such as hybrid arrangements help some employers stand out during the crunch for talent; with such flexibility, workers are more likely to spread out over time
- Employers from Brazil (+40%), Colombia (+38%), India (+38%) and Sweden (+38%) report the strongest hiring climates

The Future of Work

Early enthusiasm over a physical return to work has abated
Fewer than half of fully remote adults want to go back to the office

Workers will flex their newfound choice and power
Employee market means workers have an emboldened sense of choice and control over where and how they work

The “Great Resignation” is actually a “Great Reprioritization”
Many workers have left their jobs, often citing a toxic work environment and desire for better work-life balance



Source: ManpowerGroup Employment Outlook Survey; Korn Ferry: Future of work trends 2022 Morning Consult: New Workers, New Normal

Remote Work Fuels Demand

Although the pandemic is slowing, many companies have further accelerated the shift to permanently remote work in 2022

Shift To Remote Work

- Data at the close of Q2 2022 indicates that companies forced by the pandemic to adapt to remote work have done so successfully and have further embraced the shift amid a tight labor market
- Companies that do not adjust their recruiting to be aware of this dramatic shift in workforce desires and opportunities may find themselves disadvantaged in hiring in 2022 and beyond
- Companies can take advantage of the remote work shift by hiring workers in more affordable countries and having access to a larger pool of international talent

Professional Jobs Hiring Remotely



Global EOR Services Drivers



Tech & Services driving global diversification, pulling emerging firms into new geographies of operation



Enhanced access to highly skilled talent outside of the home country of operation



Reducing cost, effort and risks in establishing business legal entities and operations in foreign countries



Maintaining compliance with employment, HR and payroll regulations globally, while enabling agility through modern technology solutions



Heightened focus on speed to market with setting up employees in new countries in as little time as possible

Source: Ladders, Inc. Q1 2022 Quarterly Remote Work report; Intuit.









What can you expect an Employer of Record to provide/resolve for your global people operations?

Atlas Solves The Global Expansion Problem

Atlas' market leadership position was built on its innovative technology platform and proven processes that provide industry leading KPIs and client experience

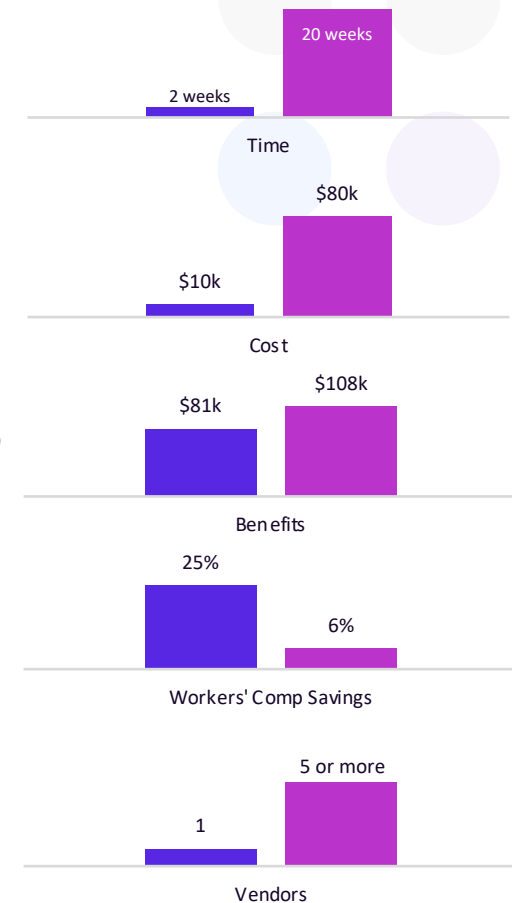
WHAT CUSTOMERS WANT

-  Set Up Employees Quickly
-  Meet Compliance And Regulatory Needs
-  Global Payroll
-  Automation & Visibility
-  Vendor Consolidation
-  Seamless Integration

WHAT ATLAS PROVIDES

- Network of locally owned and operated entities in over 160 countries
- Localized expertise and resolution in same time zone
- Cloud-based payroll processing
- EOR platform
- Single pane of glass to manage global workforce
- Atlas platform provides full suite of HCM solutions

PROVEN BENEFITS



Atlas leverages its global expertise, service approach and technology enablers to reduce risk, improve compliance and simplify the complexity of global expansion



Employer of Record (EOR): Drivers of Change

The EOR Marketplace Has Grown and Changed Considerably In The Last Few Years



How has it changed?



The EOR market has seen significant growth - volumes have risen 700%



The Pandemic acted as an additional accelerant, shifting the world to remote work



People can work anywhere now and employment status is variable, employee or contractor



The Global EOR footprint requires technology to be the agnostic time zone worker, working across borders and cultures to assist companies with managing the workforce around the world regardless of where they are physically

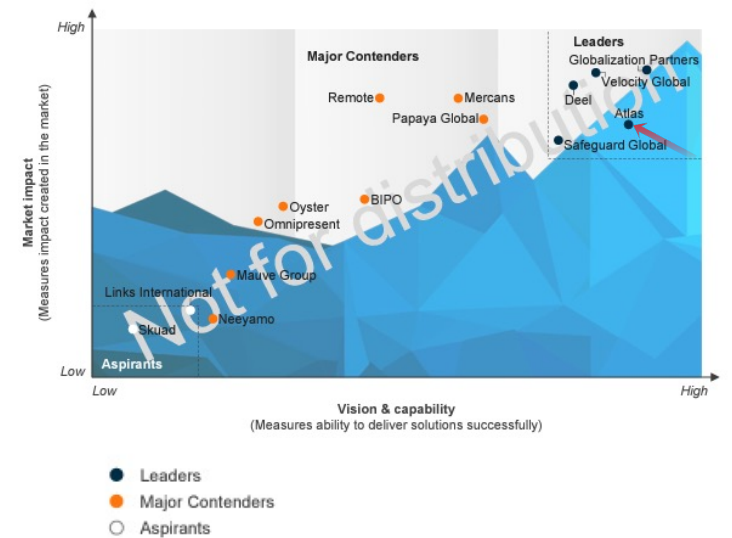
Market Placement

Atlas capability has elevated our standing in the industry!

NelsonHall Employer of Record (EoR) Solutions NEAT Matrix® Assessment



Everest Group Employer of Record (EOR) Solutions PEAK Matrix® Assessment 2022





Streamlined Delivery Model

Atlas Is The Leading 100% Direct EOR Provider In The Market in 160 Countries

VIDEO



BENEFITS

- ✓ Speed to Market: Dramatically reduces time to set up in new countries; as short as 2 weeks
- ✓ Lower costs: Save up to 87% compared to setting up an entity, which substantially improves margins
- ✓ Full compliance: Risk-free and fully compliant with all global, regional and local labor and tax laws
- ✓ Robust expertise: Team of HR, payroll, legal and Visa globally mobility experts support employees
- ✓ Secure data: Sensitive employee data protected in a secure, industry-leading HR platform

CHALLENGES

- ✗ Separate applications from multiple providers create inability to seamlessly integrate
- ✗ Various compliance and regulation experts without a single point of contact
- ✗ Not responsible if third parties are unable to pay or perform services
- ✗ Reliance on third party provider of HCM solutions who also provides services to competitors
- ✗ Lower margins due to third party involvement
- ✗ Difficult to scale

TAKEAWAY: As a result, Atlas has a more stable business model that delivers better customer and employee experiences than indirect EOR providers



POLL:
Which model (Direct vs Indirect)
works best for company and
employee experience?



How We Simplify Global People Operations

Atlas believes in enabling innovative leaders to compete in a global economy.

Atlas brings localized experience and expertise into an enterprise-grade technology platform that supports thousands of companies and remote teams with end-to-end Employer of Record (EOR) solutions and empowered user experiences.



Global Locations



Compliance / Legal



Tech Toolkit



End-to-End



Time/Value



Knowledge

160+
COUNTRIES

EXPAND | ONBOARD | MANAGE | PAY



Employer of Record Service Delivery Expectations



Your Success is Our Priority



01

Global employment is complicated. Our Customer Success team serves as your **single point of contact** to navigate these complexities and create positive client & employee experiences.

02

With your business needs evolving, Customer Success **aligns your changing landscape to the value our solutions** offer.

03

Success is defined by **full adoption** of the Atlas platform: from payroll functionality to real-time data analytics and in-depth reporting, allowing you to **exceed your goals**.

Atlas is committed to ensuring our customers maximize the adoption and utilization of our solutions, so they achieve their strategic goals and realize a strong return on investment



A Roadmap for Success

01

Kickoff

Initial Meeting with Customer Success to discuss in detail the role of the Account Manager and what success looks like for your organization.



02

Path to success

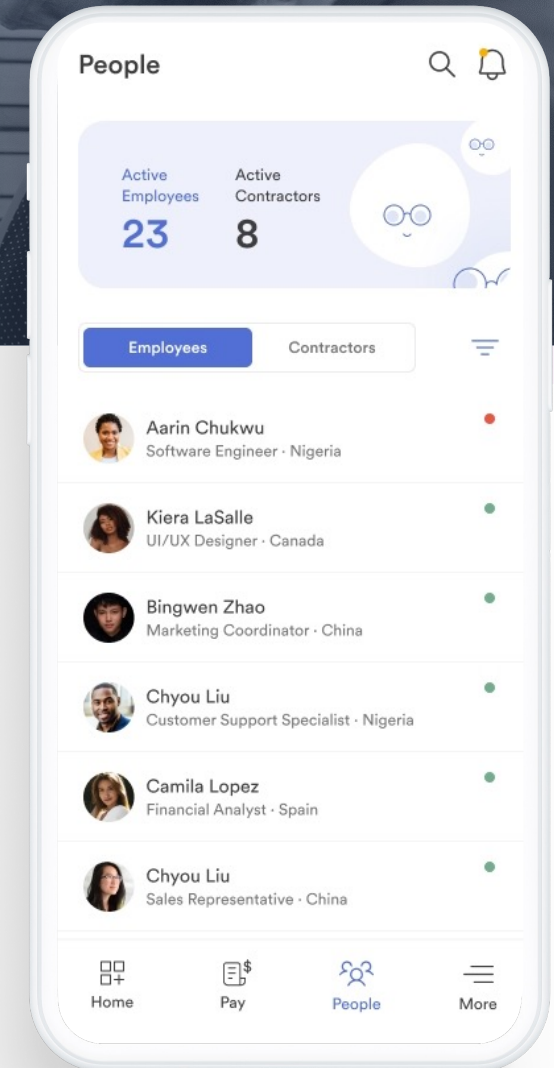
A Success Plan is created jointly between you and your Account Manager, highlighting areas of focus for ultimate success.



03

Validating success

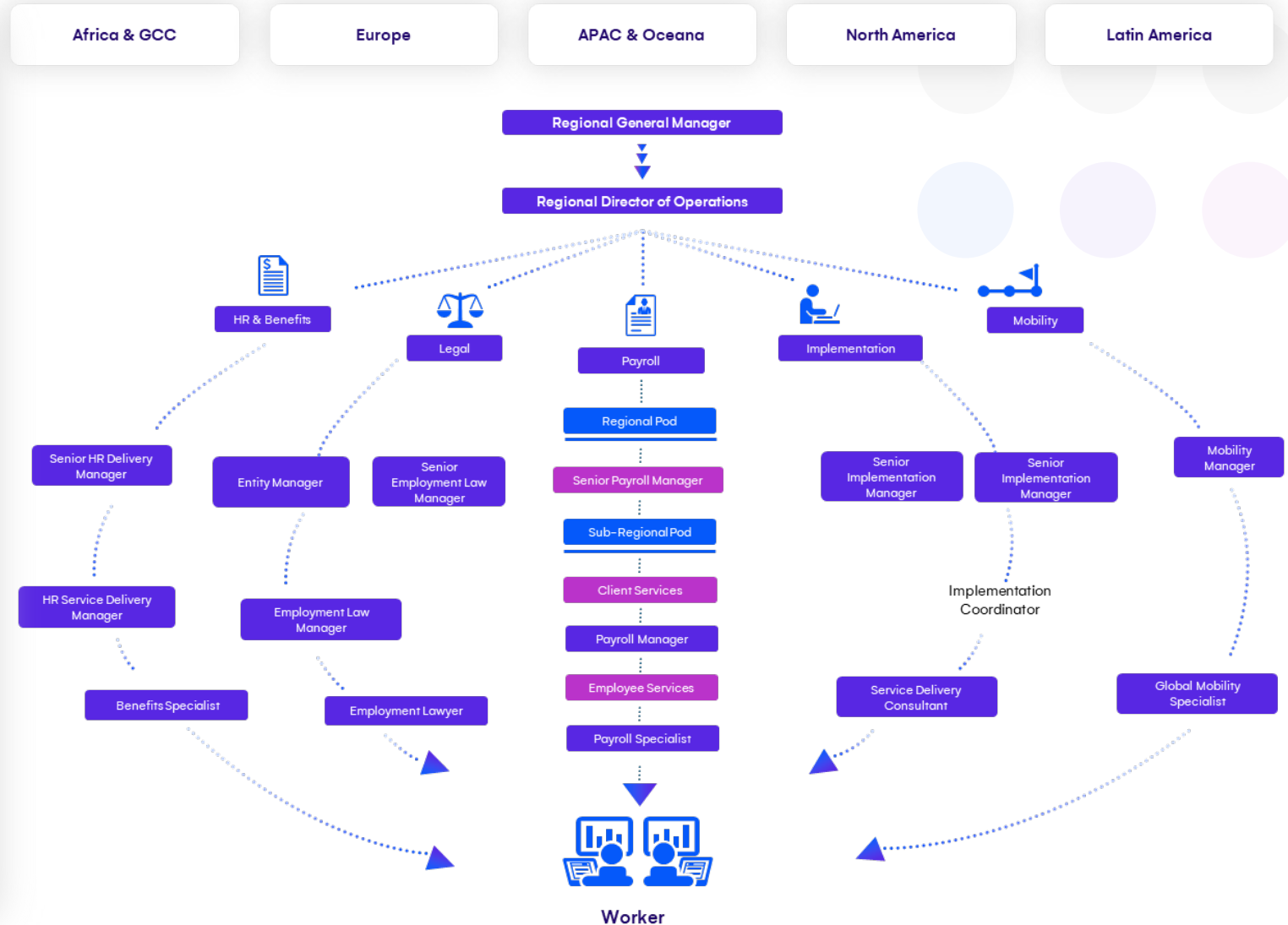
Executive Business Reviews are a valuable touchpoint to discuss what's going well, areas for improvement, and awareness about value-add new features that are due in future releases.



Customer & Worksite Employee (WSE) Support

Service Delivery Evolution

- Atlas has evolved its service delivery to drive regional accountability through creation of regional leadership
- Each regional pod has sub-regional pods to deliver localized client success and customer support
- Regional focus differentiates Atlas by providing geographic support with local knowledge and availability (removing any friction from language barriers or issues time zones)
- Atlas' "Always On" service delivery creates a higher level of service across its platform



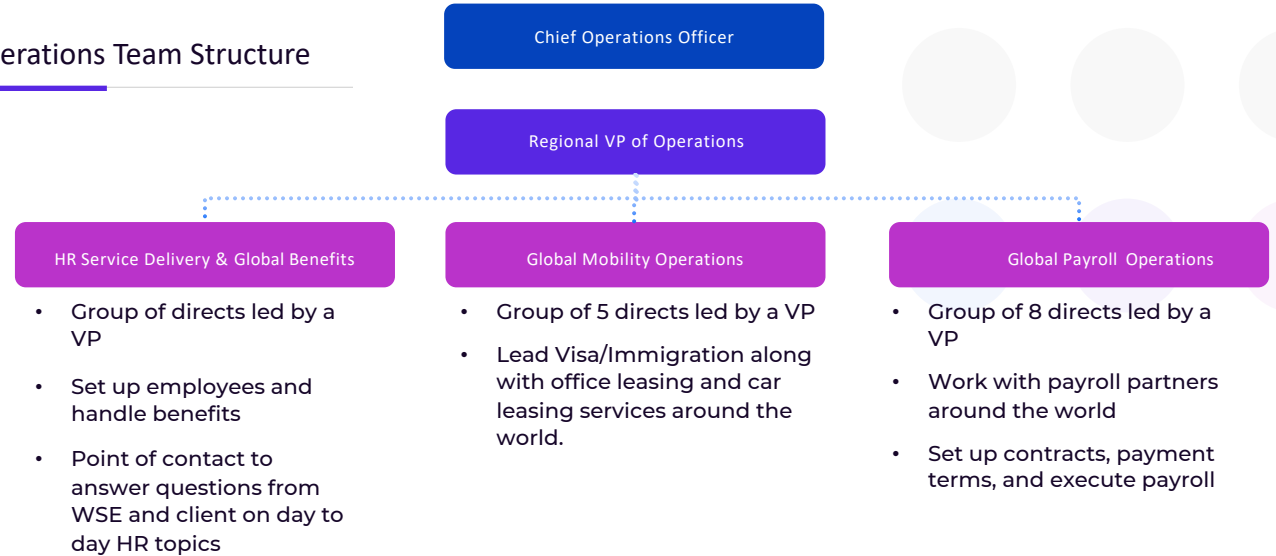
Operations Overview

Proven implementation methodology with continued focus on improving time and efficiency

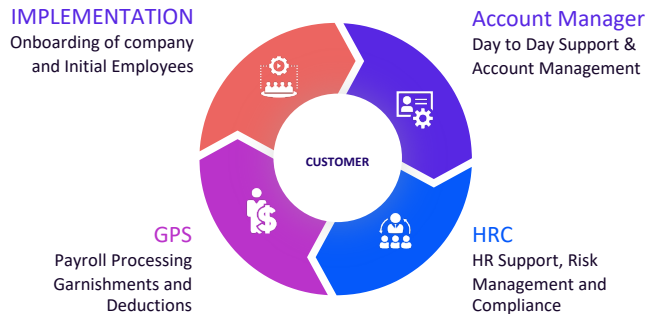
Onboarding

- Upon successful negotiations of any legal agreements with the Client, the Operations team kicks off the work
- Compile census data and complete employment agreement in accordance with local law, including thorough background checks
- Once employment agreements are in place, the WSE transitions over to the Operations team
- Onboarding process commences, and benefits elections are made
- Consultation calls with Atlas' HRSD consultants
- Visa/Immigration is supported when needed..

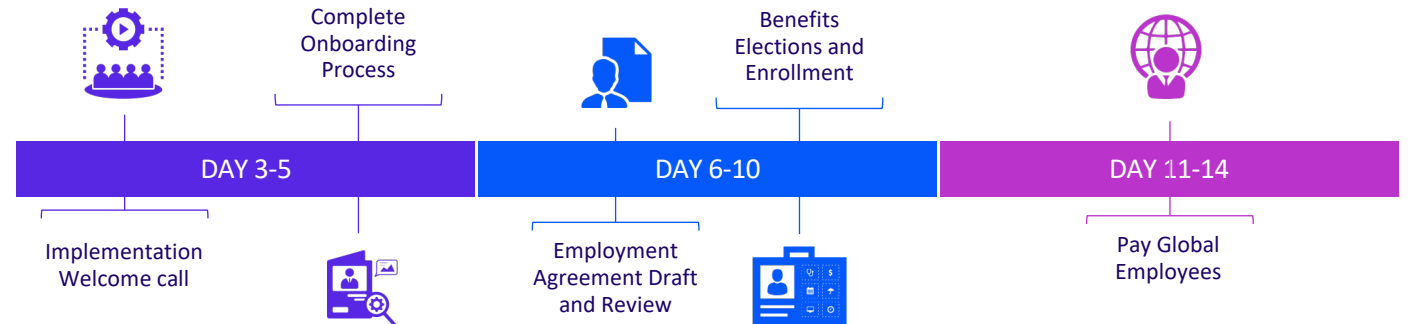
Operations Team Structure



Customer Dedicated Team



Representative Onboarding Process





What Process Automation Means For You

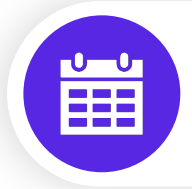
AUTOMATION OF INPUTS

AUTOMATION OF VALIDATION

AUTOMATION OF PAYMENTS



Time back across the entire end-to-end payroll cycle to focus on other key tasks



Speed



Improved accuracy of information



Improved accuracy of payment delivery



Reduction in effort through system validation of inputs



Confidence in compliance



Reduction in payroll queries due to payroll accuracy