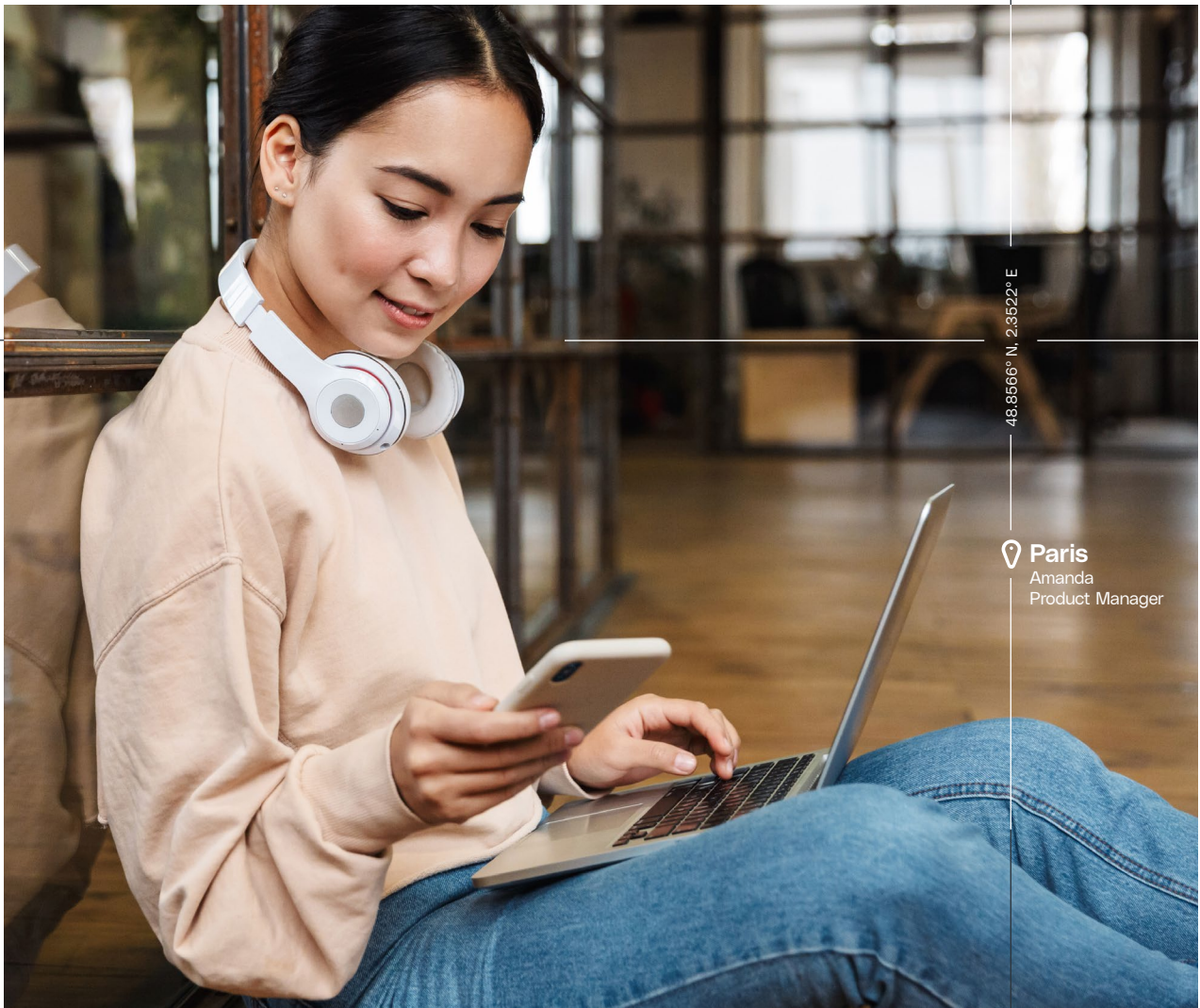




G-P
Global Made Possible

dayforce

Entity Setup vs. an Employer of Record



48.8566° N, 2.3522° E

 **Paris**
Amanda
Product Manager

As you broach the topic of how to enter a new market, you will explore the option of setting up a business entity in your target country. But have you explored all your options?

Entity setup as a market-entry solution suits certain scenarios. The alternative is G-P's Global Employment Platform™. Through our market-leading SaaS-based technology, we help companies rapidly and easily execute their plans for growth into new markets.

Here's how partnering with G-P lines up against the list of tasks required for entity setup in new markets.



Entity setup

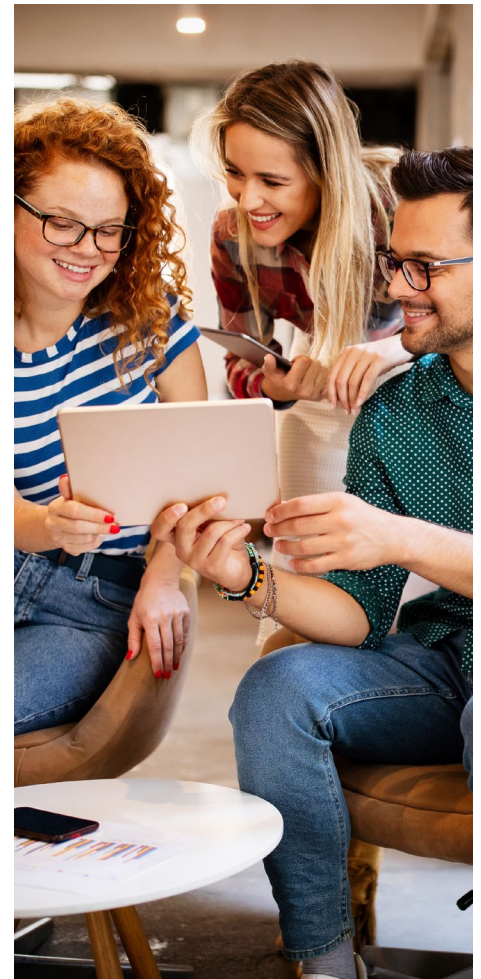
G-P

Time investment	9+ months	12 hours
<p>What you need to do before you enter a new market:</p>	<ul style="list-style-type: none"> • Plan your budget to support registration costs, local expertise, and tax setup. • Set up a local bank account and currency conversion. • Prepare capital requirements, sometimes in excess of USD 100,000 for the local bank. • Hire a local director to oversee operations and finances. • Design a remote onboarding program or source program providers. • Learn and understand local tax laws. • Learn and understand local employment regulations. • Negotiate local benefits packages for new employees. • Document all HR policies concerning compliance and regulations. • Factor in costs around data protection and storage. 	<ul style="list-style-type: none"> • Contact G-P. Use one platform to hire talent in new countries – no entity setup required. • Our Global Employment Platform™ handles the complex and time-consuming legal, financial, and HR responsibilities for you in countries where you don't have a presence.

Successful entry completed. Time to grow your company.

Your ongoing responsibilities:

Entity setup	G-P
<ul style="list-style-type: none">• Compliance monitoring across local tax, worker rights, and statutory contributions.• Employment regulation monitoring for each country.• Manual employee expense management.• Payroll setup and management.• Employee overtime and bonus tracking.• Compensation adjustments.• Continued capital requirements in excess of USD 100,000 in many countries.• Updates to remote onboarding programs as required.	<ul style="list-style-type: none">• G-P takes care of all ongoing HR support for international team members and stays on top of all changes in regulations and requirements.• Payroll is automatic – all you have to do is approve.• Employees can easily track time and expenses in one platform.• Easily make adjustments whenever you need to.



Didn't work out? Start to wind down operations.

What if you are offboarding employees and/or leaving a market?

Entity setup	G-P
<ul style="list-style-type: none">• Evaluate your options: To keep the entity up and running will mean an ongoing cost, but taking on the paperwork in the local market to wind down will also require budgeting for local expertise.• Either continue managing and financing the entity or oversee the closure of operations, possibly in person.	<ul style="list-style-type: none">• Feel secure in knowing that our team of HR and legal experts at G-P will ensure smooth and compliant terminations.• Contact G-P to run the final payroll, and halt operations in only 30 days.



“Going to an Employer of Record (EOR) is definitely the best choice at a company’s early growth stage. As your business scales, hiring via an EOR means you can continue to grow seamlessly until reaching the critical mass that justifies setting up a legal entity.”

- Rosalind Lee, Corporate Finance and Business Controller at Ecolex

“We got to learn about you G-P just after we opened up in Australia because I believe that if we had known about you guys, we would have definitely done it differently. And that’s a real learning experience.”

- Christa Simpson-Wong, Executive Director, Human Resources at Mount Street Portfolio Advisers GmbH

“[Establishing legal entities in each country] requires a pretty heavy lift in terms of resources to maintain compliance. In most instances, it also locks you into that country in a pretty big way. For a small and growing organization, this just doesn’t make sense. [An Employer of Record was] the right way for us to meet our needs as a business in a cost-effective and scalable way without burdening teams with administrative work or legal risk.”

- Jackie Hazan, Vice President of People Operations at EditShare

At G-P, we’re committed to helping companies unlock the power of global teams through our #1 Global Employment Platform™. Leave the complexities of hiring, onboarding, and offboarding to us, so you can focus on expanding your company internationally, quickly and compliantly – no entity setup needed. **Contact us to learn more about how we can support your team on your global growth journey.**



Michael Crumley
Director, Strategic Partnerships
Mobile: 916.932.6358
mcrumley@g-p.com