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# Powered by Partnership: How EORs Strengthen the HR Ecosystem

# The right partner makes global expansion easy.

Throughout your company's global journey, you'll likely need to hire, onboard, or relocate employees to regions where you don't have an entity. Whether it's to enter new markets quickly or tackle local talent shortages, it's not a matter of if you'll take that leap but when.

According to our recent [World at Work report](#), 97% of executives believe establishing a market presence in multiple countries is essential to remain competitive. However, 74% don't want to set up their own entities.

That's where an [Employer of Record \(EOR\)](#) comes in. An EOR has the entity infrastructure and in-region experts to take on the complexities of global employment. This allows you to expand anywhere quickly and compliantly – without the hassle of entity setup.

## The most common use cases for partnering with an EOR include:

- Expanding without costly entity setup
- Hiring specialized talent that can't be found locally
- Simplifying and speeding up M&A transactions
- Supporting entity rationalization
- Engaging global contractors while ensuring worker classification

## Executives weigh in on global employment.

**97%**

Agree that establishing a market presence in multiple countries is essential

**74%**

Don't want to set up their own entities

**83%**

Struggle to find skilled talent in their existing markets

[Source: 2024 World at Work report](#)

## How to choose the right EOR partner: all-in-one vs. best-in-class

By the time you start evaluating EORs, you'll see that some providers offer an "all-in-one" solution. Although it sounds promising, there are many limitations.

Quality suffers when providers take on every part of the HR stack themselves. They often provide a wide range of services but lack the depth and flexibility to adapt to your unique needs.

A single system creates a single point of HR tech failure. If one part of their service fails, it can impact other critical areas like payroll and compliance.

But the all-in-one approach isn't the only option.



## The best-in-class approach: Partnerships that bring you today's most proven HR tech



Unlike all-in-one providers, EORs like G-P partner with the best in HCM, PEO, payroll, and consulting services to give you more choice and flexibility.

We call this the best-in-class approach. Together, we deliver reliable solutions for every part of your HR tech stack.

The best-in-class approach offers innovative solutions and reliable service for your unique needs. Whether it's compliance, payroll, or workforce management, our partner ecosystem makes global employment easy.

### The best-in-class approach allows you to:

**Access the best HR tech:** We partner with today's proven market leaders, so you'll always have access to the most feature-rich solutions in the industry.

**Keep your current partners:** An EOR that works with your existing HCM, payroll, or consulting partners helps you scale without the added complexity. Get the most value from the relationships you've already built, while keeping your data and workflows consistent across teams.

**Enjoy flexibility and scalability:** A best-in-class EOR evolves with your global employment needs. G-P can help you enter new markets, simplify operations, or navigate an M&A – without confining you to a rigid system.

**Reduce risk:** All-in-one systems sound appealing, but a single failure can affect the entire platform. Reduce the risk by adding the best solutions to each area of your HR tech stack. Plus, you can change or upgrade solutions individually without disrupting the entire system.

If you work with a PEO, payroll, HCM, or consulting firm for your domestic needs, an EOR can help with your global needs. The next pages of this guide break down the core components of a tech stack and explain how an EOR can add value to each area.



# Adding an EOR partner to your PEO of choice



Professional Employer Organizations (PEOs) are specific to the U.S. Many small and midsize companies rely on them to manage important HR functions and streamline workforce management.

With a best-in-class EOR like G-P, you can keep your preferred PEO for U.S.-based employees and use our entity infrastructure to hire and manage global team members.

## PEOs cover:



- **Payroll and taxes:** PEOs manage payroll and tax reporting to state and federal authorities, reducing the client company's compliance risks.
- **Benefits administration:** PEOs help smaller organizations access better employee benefits and can manage health insurance, retirement plans, and other benefits.
- **Regulatory compliance:** PEOs use a co-employment model, sharing liability with employers. However, PEOs offer expertise to reduce the risk of noncompliance and legal challenges.

## How EORs support:



- **Payroll and taxes:** EORs handle tax withholdings and filings, ensuring compliance with local laws and relieving PEOs of international tax complexities.
- **Benefits administration:** EORs provide country-specific benefits plans that complement PEOs' domestic programs.
- **Regulatory compliance:** As the legal employer, EORs ensure employees are hired and managed compliantly, reducing regulatory risks.

### Additional resources:

[How Does a Global Employer of Record Support a PEO?](#)

[PEO vs. EOR: What is the Difference?](#)

# Adding an EOR partner to your payroll of choice



When you expand internationally or go through a global M&A process, payroll can get increasingly complex. Different countries have varying tax laws, benefits requirements, and employment regulations, so most domestic payroll providers will suggest integrating with an EOR to cover international needs.

EORs enable you to use your preferred payroll provider while offloading the complexities of global employment, including tax compliance, benefits administration, and onboarding.

## Payroll covers:



- **Compensation:** Providers ensure accurate and timely payments, manage tax withholdings and deductions, and reduce the risk of fines.
- **Tax obligations:** Payroll services fulfill tax obligations for each employee, considering factors like salary, location, and deductions, ensuring accurate withholding and reporting.
- **Regulatory compliance:** Payroll providers handle wages and taxes, but employers are liable for employment compliance and workforce oversight.

## How EORs support:



- **Compensation:** EORs take on the administrative burden for companies operating globally. EORs make sure employees are paid in their local currency and according to each country's regulations.
- **Tax obligations:** EORs manage tax withholding, handle paperwork, and ensure compliance with local regulations across global jurisdictions.
- **Regulatory compliance:** EORs ensure global payroll operations adhere to specific regional regulations on wages, overtime, benefits, and tax filings to protect businesses from legal risks.

### Additional resources:

[How to Avoid Remote Payroll Management Mistakes](#)

[Paradigm Shift: Payroll as a Strategy](#)



# Adding an EOR partner to your HCM of choice



Talent retention is critical to success, so a Human Capital Management (HCM) partner can be vital in supporting employee development and organizational growth. An EOR can broaden those programs and processes as you enter new markets while ensuring compliance with local laws.

EOR solutions can work seamlessly with your existing HCM to provide a complete global workforce solution. This makes it easy to manage global employee data, payroll, compliance, and benefits.

## HCM covers:



- **Time and attendance:** Time-tracking tools like web-based and mobile time clocks, time sheets, and attendance reporting help teams adhere to company policies and regulations.
- **Employee information records:** Data storage and management with additional features provide more strategic support.
- **Talent acquisition and management:** HCMs integrate candidate data into an employee file and continuously support performance management by assigning goals, credentials, and learning requirements for skills development.
- **Reporting and analytics:** Systems typically have features that help HR professionals make informed decisions about their workforce.

## How EORs support:



- **Onboarding and offboarding:** EORs handle global talent onboarding and offboarding, reducing administrative workload.
- **Benefits administration:** International employee benefits are managed to comply with local laws and meet talent expectations – all while maintaining a unified view of your benefits data.
- **Compliance:** By staying updated with employment laws, EORs ensure HR compliance and allow companies to use their HCM systems for strategic workforce management.
- **Expert insights:** A best-in-class EOR offers additional tools to enhance the HCM's reporting features.

### Additional resources:

[Build Your International Teams Quickly and Easily With G-P](#)  
[2024 Global Workforce Trends](#)

# Adding an EOR partner to your finance consulting firm of choice



Finance consulting firms are trusted advisors to businesses. Whether you're preparing for a merger, acquisition, or international expansion, consultants are vital in providing strategic guidance and ensuring that all aspects of the process run smoothly.

The best finance consulting firms will suggest using an EOR when global hiring and compliance expertise is required. With an EOR, finance consultants can offer their clients an end-to-end solution to navigate the complexities of global employment, strengthening the consulting firm's ability to provide comprehensive, high-value services.

## Finance consulting covers:



- **Tax compliance:** Finance services provide expertise in complex tax regulations, ensuring companies comply with varying, country-specific tax laws while optimizing tax strategies to reduce liabilities.
- **Entity setup and management:** Consultants help companies with entity setup during new market entry, ensuring proper management to meet regulatory requirements, mitigate risks, and streamline operations in new regions.
- **Global payroll:** Consultants ensure that payroll systems comply with local tax laws and employment regulations while implementing efficient global payroll processes.

## How EORs support:



- **Tax compliance:** EORs ensure country-specific compliance by managing tax filings, withholding, and reporting obligations for international employees.
- **Entity setup and management:** EORs eliminate the need to set up an entity but can provide entity management support for businesses that already have one in place.
- **Global payroll:** Detailed, transparent reporting on payroll, taxes, and employee expenses across different countries helps finance consultants analyze global operations and ensure accurate financial statements.
- **Financial planning:** Companies can keep existing financial partners and use an EOR to access real-time data and insights into global employment costs. This leads to informed decisions and optimizes financial strategies.

### Additional resources:

[7 Compliance Challenges Companies Face When Growing Globally](#)

[5 Tips to Navigate the Global Employment Tax Minefield](#)

# Adding an EOR partner to your legal consulting firm of choice



Many points in the employee and contractor lifecycle may require legal consultation. By leveraging an EOR for short- and long-term employment needs, your teams can tap into resources and in-region experts to ensure compliance in new jurisdictions.

You can keep your existing, trusted firms for your local needs and partner with an EOR to expand to other countries where you don't have an entity.

## Law firm covers:



- **Global compliance:** Local employment law attorneys can help companies minimize legal risk by providing advice tailored to business needs. They also represent companies in legal proceedings.
- **Entity setup:** Legal consultants help companies establish entities in international markets, ensuring proper structuring and management to meet regulatory requirements, mitigate risks, and streamline operations in new regions.
- **Payroll:** Consultants may provide some recommendations to payroll companies.

## How EORs support:



- **Global compliance:** EORs' in-region experts help your business stay compliant with labor and employment legislation and tax laws across multiple countries. EORs manage the employment relationship (including the provision of locally compliant employment contracts, policies, and related documentation), tax filings, withholding, and reporting obligations for international employees.
- **Strategic global planning:** An EOR has international expertise and can provide valuable insight and practical solutions for addressing compliance issues, including employee management practices, compensation structures, and global recruitment strategies.
- **Technology for compliance:** Advanced technology, vetted by an experienced legal team, mitigates risks. By providing tools that automate administrative tasks, track regulatory changes, and provide real-time insights, you can manage and monitor your company's legal obligations at a global scale.

### Additional resources:

[Overcome Legal Compliance Challenges to Global Growth: Webinar with Semperis](#)  
[Going Global? 5 Keys to Mastering Local Labor Law Compliance](#)



# Explaining EOR to your Workforce

The benefits of partnering with an EOR are clear. However, while 94% of executives are familiar with EORs, only [26% of employees](#) fully understand [what an EOR is](#) and how it can help them.

When it comes to partnering with G-P as your EOR, here are three common questions professionals have and how to answer them:

## Top three questions professionals have about EORs

**1. “Will I be considered a contractor rather than a full-time employee?”** Companies of all sizes use G-P to hire, onboard, and manage global workforces. One of the main benefits of partnering with G-P is the assurance that professionals will be classified correctly.

G-P sets professionals up for success by providing fully compliant employment contracts – or contractor agreements – outlining the responsibilities and expectations for both the worker and the company.

And if you ever have any specific employment questions, our team of HR and legal experts are here to help.

**2. “Who will handle my HR, payroll, and tax needs?”** When hired as an employee, G-P handles your payroll, benefits, and other HR administrative tasks. However, you will be fully integrated into the company’s culture, report to the same leaders, and share the same sense of belonging as any other team member.

**3. “Will I receive the same benefits, leave days, and holidays as the rest of my team?”** As an EOR employee, you can remain confident that you will receive equitable benefits and compensation packages in line with your peers and any local regulations or standards you’d commonly expect.

### Customer’s experience with G-P

**“A top priority for us was finding an EOR partner that would uphold our standards for employee treatment and truly collaborate with us rather than simply handling administrative tasks. Luckily for us, G-P fits that bill.”**

Miranda MacKenzie  
Director of Benefits and Compensation  
[Kraft Group & Affiliates \[The Patriots\]](#)

### Professional’s experience with G-P

**“I am 100% hired by G-P. However, it doesn’t feel like I’m working for G-P. It feels like I am hired by The Patriots [Kraft]. I am excited to see what will come in the future; there is so much potential. It’s been smooth sailing. G-P was perfect to help us with this.”**

Christopher Kowner  
Germany Operations Manager  
[Kraft Group & Affiliates \[The Patriots\]](#)

# Take your global employment journey to the next level with G-P.

Our industry-leading [global employment products](#) and EOR solutions pair the most responsive technology with the largest team of legal, HR, and tax experts to support expansion in 180+ countries – regardless of entity status.

G-P can enhance and complement your existing HR ecosystem through our partnerships across HCM, payroll, PEO, and consulting services. With us, you have the flexibility to build your tech stack, your way.

## With G-P as your trusted global employment co-pilot, you can expect:



### Connected support

G-P makes employment opportunities accessible to everyone, everywhere, and delivers a connected and supportive experience for all.



### Top global talent at your fingertips

G-P's global employment products and EOR solutions help you hire, onboard, and manage talent anywhere, starting in minutes instead of months. It's all just a few clicks away.



### Unmatched compliance expertise

Our dedicated team of experts focuses on global compliance – including employment, tax, benefits, and local labor laws – so you don't have to.



### Borderless growth

An unmatched combination of over a decade of experience and market-leading HR tech lets your business expand quickly and compliantly wherever opportunities take you, regardless of entity status.



### Best-in-class HR tech

Just as G-P is committed to adding to the strengths of your company's partnerships, we also work with today's most proven market leaders in HCM and payroll, so you'll always have access to the industry's most feature-rich and up-to-date solutions.



### AI-powered HR technology

[G-P Gia™](#) combines over a decade of global employment expertise with cutting-edge AI technology to provide context-specific answers to your toughest HR questions in over 50 countries and all 50 U.S. states.



Explore how you can build and manage top global teams faster with an EOR that enhances your existing partnerships.

[Get started today](#)