



4 Ways to Simplify

Your Global M&A
With an EOR

Getting ready for an M&A with an EOR

Simplify your M&A process with the right support. Using an Employer of Record (EOR) can streamline transitions, global hiring, compliance, and employee transfers. From navigating employment contracts to managing employee retention across borders, an EOR can mitigate risk and

boost efficiency, which means you get to focus on your business. Download our M&A checklist or use it with our guide to see how partnering with an EOR can make your next acquisition or divestiture smoother and more successful.

Areas M&As impact	What is triggered?	How an EOR changes the game
Payroll	Your teams will need to merge new and existing systems with legacy systems. Without an EOR, companies will need a plan for data and how it is going to be stored and synchronized across these systems.	With an EOR, integrations are seamless. Teams work together as part of an entire project scope, allowing companies to administer fully compliant global payroll operations from day one. An EOR can also preclude the need for a TSA.
Employment contracts	Because every country is different, if your team lacks expertise in local laws and regulations, you may run into inconsistencies in employment contracts across different countries and regions.	An EOR can protect the IP your company purchased with custom, ironclad non-compete and non-solicit clauses. Thanks to an EOR's internal legal team and strong partner ecosystem, you can also ensure you're presenting competitive contracts that maximize your company's investments.
Benefits packages	During an M&A, you must know the local benefits expectations and associated employment laws. Otherwise, you may experience setbacks in employee transfers, miscalculations in your employer burden estimations, or disengaged key talent who are expecting common, local benefits.	Every country has a different idea of what a competitive benefits package should look like. An EOR provides guidance on competitive packages – including review and analysis. When partnering with an EOR, both the seller and buyer have confidence that their benefits will help retain global employees. With an EOR solution, relationships with experienced benefits brokers ease the transition.
Tax and compliance	Companies should be aware of corporate and employee tax guidelines. A lack of knowledge about local tax laws and reporting requirements could lead to costly compliance issues.	An EOR has strong relationships within a proven partner ecosystem, including payroll, HCM, and HRIS. With an EOR, teams get regular updates and advice on employment law implications and receive assistance with tax reporting.



[M&As are] particularly tricky. It's really important to take the best of what the company you're acquiring offers. Your perception of doing things the right way might not be the same perception as the company you're acquiring, so you need to be able to align on processes, ways to go forward, and ways of working.



[Regina Simao, Global Head of Reward at Deliverect](#)

The Employer of Record (EOR) checklist for your mergers and acquisitions

The right EOR partner supports your M&A processes, streamlining deal closure and optimizing the successful outcomes for your business, leaders, and employees. But how do you determine which EOR will help you bridge the gap between you and your unique business needs? Consider these three key areas: time and resource savings, compliance assurance, and talent retention.

Time and resource savings

Owned entities

It's critical that your EOR owns entities in most cases vs. only relying on a network of third-party providers. When speed is everything for M&A success, outside providers can mean risking errors and bottlenecks.

Customer service

Consider important elements such as access to a dedicated customer success manager, in-region experts, response times, and overall satisfaction ratings, which will make or break your ability to close deals quickly and compliantly.

User-friendly, intuitive platform

In addition to M&A transition services, a strong EOR partner can be a co-pilot for your next moves and give visibility into headcount spending, talent supply data, bulk payroll changes, wind-down guidance, background checks, global salary benchmarking, benefits, local and billing currency options, employer burden costs, and more.

Compliance assurance

In-house, in-region experts

An EOR with regional teams monitoring constantly changing benefits plans worldwide means you can confidently operate your global business. M&As can uncover existing compliance issues, and an EOR that can help you classify global team members correctly will mitigate the risk of legal penalties and implications while protecting your intellectual property throughout every stage.

Years of experience as an M&A partner

When it comes to M&As, experience is worth its weight in gold. You want an EOR partner who will offer guidance and resources to support teams about topics like local labor laws, norms, and regulations of any country so your leaders can make informed decisions.

AI as your co-pilot

Are you empowered to gain new knowledge about potential future markets through AI? **G-P Assist**, the world's first AI-based employment companion, acts as your global compliance partner, expert advisor, and trusted global guide, providing context-sensitive expertise in real-time.

Talent retention

Quick and accurate payroll

When your EOR solution can offer 99% payroll accuracy (G-P's standard) and a quick up-time, it ensures newly acquired talent feels secure, your internal leadership teams have the bandwidth to manage the transitional workload, and your organization makes a great first (and lasting) impression.

Country-specific benefits options

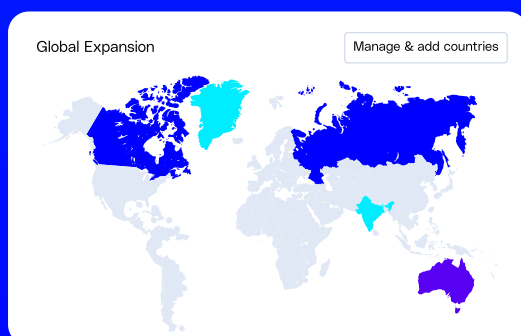
Benefits are an easy area to misstep, but the right partner can provide custom and competitive supplemental benefits that meet all country-specific norms – ensuring that your EOR talent has equitable benefits.





Onboarding and offboarding management

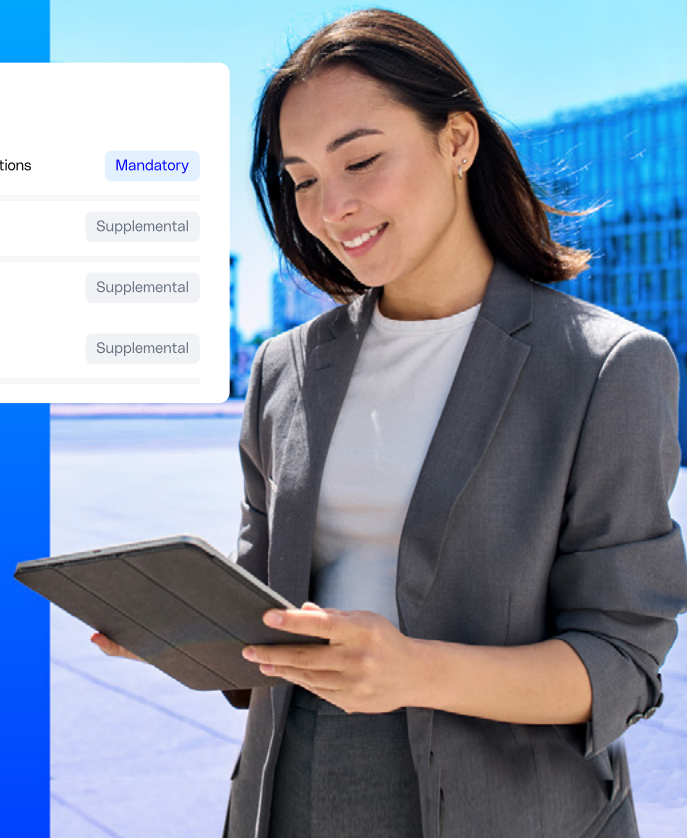
M&A workforce management is complex, and while it's critical to ensure you're retaining top talent, you need an EOR with the expertise to simplify and streamline onboarding and handle offboarding with sensitivity, care, and in compliance with local laws.

What's next for your team?

Now that you know what you're looking for in an Employer of Record partner, meet with our team to discover how G-P adapts to your unique needs and streamlines your M&A path toward global success. [Contact us.](#)



Benefit plans	
 Pension contributions	Mandatory
 Dental care	Supplemental
 Mental health	Supplemental
 Protection	Supplemental



Explore how you can simplify global mergers and acquisitions with G-P.

[Get started](#)