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H-1B vs. EOR: risk and cost comparison checklist



Time, risk, and compliance comparison

Hiring global talent is complicated. That's why we've put together a quick, clear comparison for senior HR leaders, recruiters, and CFOs. Let's cut through the complexity to see which is best for your team: the traditional H-1B visa path or the employer of record (EOR) model.

Criteria	H-1B visa sponsorship	EOR
Time to onboard talent	<p>Slow</p> <p>Processing times can take 6-12+ months without premium processing.</p>	<p>Fast</p> <p>Onboard new international employees in days – without the processing timelines.</p>
Relocation	<p>Required</p> <p>Talent must relocate to the U.S. for employment.</p>	<p>Not applicable</p> <p>Talent works from their home country.</p>
Talent acquisition risk	<p>High</p> <p>Subject to annual quotas, lottery selection, and high denial rates. Up to 24% of new petitions have been rejected in recent years.</p>	<p>Low</p> <p>No lottery, quotas, or risk of government denial. Employment is a certainty.</p>
Regulatory risk	<p>High</p> <p>Requires specialized U.S. legal counsel to stay compliant with changing regulations.</p>	<p>Low</p> <p>The EOR assumes liability for all local labor, tax, and benefits compliance in the host country.</p>
Renewal requirement	<p>Required</p> <p>Status must be renewed every three years – meaning new fees and reassessment.</p>	<p>Not applicable</p> <p>Ongoing, continuous employment contracts under local law.</p>
Talent pool restriction	<p>Limited</p> <p>Restricted to candidates willing to navigate the H-1B visa process.</p>	<p>Expanded</p> <p>Access to talent in 180+ countries – so employees can remain in their original locations.</p>

Cost and financial certainty checklist



You've seen how both models stack up against each other for compliance. Now, let's take a look at the financial breakdown.

This worksheet uses standard government fee ranges that may change from time to time, and **excludes** variable or contested fees. Please note that the list below includes **estimated** costs only.

Cost component	New petition: H-1B visa	First year average: EOR
USCIS base fees (I-129, Fraud, ACWIA)	\$1,750–7,000+ Varies significantly based on company size and mandatory fees. See the USCIS fee schedule .	\$0
Legal/attorney fees	\$5,000–10,000 Standard cost for initial filing and RFE response support.	\$0
Premium processing fee (optional)	\$2,805 Expedited 15-day review – but doesn't guarantee approval. See the USCIS fee schedule .	Not applicable
Internal labor cost (time)	High staff time and burden for data collection, auditing, and filing processes.	Low administrative lift. Internal time is focused solely on managing employee work.
Total cost certainty	Volatile Costs are nonrefundable (even if denied).	Fixed and predictable A flat monthly management fee, plus local salary and benefits costs.



Make the easy choice

The H-1B process brings high legal costs and the stress of potential denials. An EOR removes the risk, locks in fixed costs, and onboards your new hires in just days. If you're ready to stop betting on the H-1B lottery, EOR is your solution for global talent.

Ready to change complexity for certainty?

[Book a demo](#)