



The **Employer of Record** (EOR) Checklist



Considering an Employer of Record (EOR)?

Let's find one that's right for you.

The right EOR should guarantee compliance when employing internationally on your behalf. To future-proof your operations, look for an EOR that offers:



Local expertise and compliance in HR practices, benefits, and taxes.



Fast and seamless onboarding.



Time and expense management.



Expert guidance from end to end.



Best-in-class customer support for your company and team members.



If you're looking to move into new countries, do your homework. We chose to work with G-P after working with a different EOR partner because G-P delivers the trusted support we need. From insights into financial responsibilities to social charges to contractual intricacies and vacation policies, G-P ensures we have a clear and informed perspective so we can make confident decisions. We have absolute confidence in how G-P transmits information. They're the only partner we trust to handle confidential employee data.



[Martha Angle,](#)

[VP of Global Culture, Diversity, and People at OneStream](#)

The Employer of Record (EOR) Checklist

With so many providers to choose from, and considering your existing tech stack, here's a checklist to help you make the best choice for your business goals.

Human-centric approach

In-region HR experts

What local, knowledgeable specialists will the EOR provide to help with onboarding, payroll, and more?

Employee service satisfaction rating

What type of experience do you want to provide to your international talent? Providing a congruent employee experience will help your team members feel equally valued and considered.

Customer service

What type of experience do you want to receive from your Employer of Record? Consider important elements such as access to a dedicated customer success manager, response times, and overall satisfaction ratings.

Country-specific benefits options

Are custom- and country-specific benefits options important to you? Consider ensuring that your EOR talent has the equitable benefits of talent employed through your own entities.

Onboarding and offboarding management

What processes does the EOR offer to simplify and streamline onboarding, and handle offboarding with sensitivity, care, and in compliance with local laws?

Worker categorization

Looking to hire contractors and employees? An EOR that can help you classify global team members correctly will mitigate risk of legal penalties and implications while protecting your intellectual property.

Experience and reach

Industry recognition

How does the EOR perform against competitors in analyst reports, and how long has it been in the industry?

Owned entities

How many countries can the EOR operate in, and does it fill your strategic needs? It's critical that your EOR owns its own entities in most cases vs. only relying on a network of third-party providers.

Direction on countries to consider

Does the customer success team provide guidance on which markets make the most sense for your business?

An in-house team dedicated to compliance and supporting you

How many experts within the EOR's in-house workforce are dedicated to HR, legal, and customer support? What is the time-to-support that customers can expect?

Resources for you team to learn

Does the EOR offer guidance and resources through its support teams about topics like local labor laws, norms, and regulations of any country so your leaders can make informed decisions?

What is their high payroll accuracy level?

Can the solution offer 99.9% payroll accuracy (G-P's standard) so that you can enjoy the peace of mind that comes with knowing your professionals are paid correctly and on time?

Modern, intuitive platform

User-friendly, intuitive platform

Will you have access to perform key employment activities with a user-friendly platform?

Examples: Headcount spending, talent supply data, bulk payroll changes, M&A transition services, wind-down guidance, background checks, global salary benchmarking, benefits, local and billing currency options, employee burden costs, and more.

AI assistant

Are you empowered to gain new knowledge about potential future markets through AI?

Employment contract generator

Can you create and distribute a legally compliant employment contract in an international market in minutes, without the need for review or approval by the EOR?

In-platform insights and advanced analytics

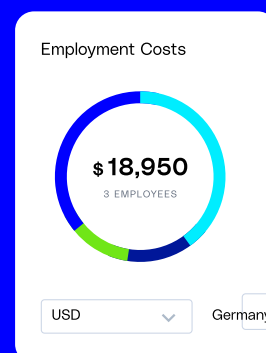
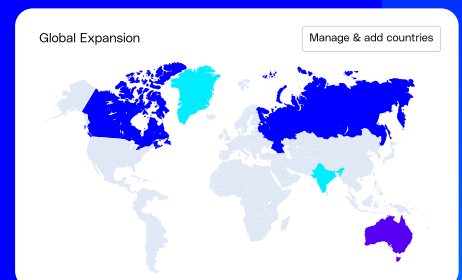
Is it easy to leverage analytics to research talent availability and estimate employer burden costs to consider key budget-based factors before making your expansion decisions?

IP and data security control

How will the EOR protect your data, your professionals' data, and all other intellectual property? What are the EOR's certifications? While you may be familiar with data security regulations in your home country, running global payroll means having to comply with data legislations in different locations, such as GDPR in Europe or PDPA in Singapore.

What's next for your team?

Now that you know what you're looking for in an Employer of Record partner, we can offer solutions that fit your needs best. Just [book a demo](#) or [request a proposal](#) to start your global growth journey.



Benefit plans

<input type="checkbox"/> Pension contributions	Mandatory
<input type="checkbox"/> Dental care	Supplemental
<input type="checkbox"/> Mental health	Supplemental
<input type="checkbox"/> Protection	Supplemental