



International Hiring Consultants FAQ

What is a Paychex International Hiring Consultant?

Your International Hiring Consultant is a G-P employee working exclusively with you in close collaboration to introduce and review international HR services for clients and prospects.

What's the purpose of an International Hiring Consultant?

International Hiring Consultants are experts on International Hiring and HR Services. Making them available to Paychex colleagues is meant to deliver value for clients, prospects, and for Paychex.

Collaborating with an International Hiring Consultant enables Paychex to:

1. Expand its offering to meet the growing needs of clients (and prospects) for global HR solutions.
2. Be competitive in the market and support the needs of employers as they expand internationally.
3. Offer clients best-in-class services and technology.

Who are the International Hiring Consultants and how do I connect with them?

Tashka and Matt are contingent employees. They have Paychex emails and are available on Webex Chat:



Tashka Alvey

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Matt Meglio

mgmoglio1@paychex.com



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<p><i>How do I engage with an International Hiring Consultant when I have a client who is interested in learning more?</i></p>	<p>Submit as either:</p> <ul style="list-style-type: none"> • A SOAR lead. • A referral through Salesforce.
<p><i>Does every client and prospect of Paychex have the opportunity to hire internationally?</i></p>	<p>Yes, all clients can use the International Hiring and HR Services solution supplied by G-P.</p>
<p><i>How does this help Paychex clients?</i></p>	<p>Many employers are expanding globally or have employees working remotely from another country. With this service, Paychex can bring employers an efficient, compliant solution to manage those employees.</p>
<p><i>What countries does G-P cover for its International Hiring and HR Services solution?</i></p>	<p>G-P's Employer of Record (EOR) solution spans 180+ countries. This includes Canada, Mexico, UK, Spain, Australia, India, Brazil, Germany, and many more.</p>
<p><i>Does this cover payroll?</i></p>	<p>Payroll is part of the EOR offering. The service also includes onboarding, benefits, employment tax, and HR compliance.</p>
<p><i>Is an EOR the same as a PEO?</i></p>	<p>While both an EOR and PEO handle HR functions, they differ in terms of cost, structure, scale, and scope.</p> <p>A PEO is a co-employer with the company. It requires the organization to have an entity in place and shares responsibilities with their clients when it comes to HR and compliance matters.</p> <p>Meanwhile, an EOR is the official legal employer of the international employees. Clients do not need an entity and the EOR takes on HR and compliance responsibilities.</p>
<p><i>When do clients need this service?</i></p>	<p>The Paychex International Hiring and HR Services are helpful to employers when they are expanding to another country or have</p>



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	<p>remote employees working outside of the U.S.</p> <p>Importantly, the company does not have to set up an entity or a branch office in the country where they plan to have employees.</p> <p>G-P already has the entities established in many countries and employees are added to those entities. This lets clients enter a new market quickly and without the hassle of learning all of the regulatory requirements, as G-P takes on compliance matters.</p>
<p><i>How do I know when to engage Tashka or Matt?</i></p>	<p>The best way is to ask a client if they have hired or plan to hire internationally. Matt and Tashka are happy to engage with you and your client at any point in the process.</p> <p>Sometimes, companies are interested in learning about available international services to help with their internal planning. That is an opportune point to connect and share more information.</p>
<p><i>How can I learn more about the international services and download a data sheet?</i></p>	<p>For more information, refer to this web page with data sheets and videos about Paychex International Hiring and HR Services.</p>