

Easy Read Guide



# Guide to Employer of Record (EOR) Payroll Support and Staff Augmentation

Harness Your Growing Gig Workforce Opportunity

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# Take Your Business Global

An Employer of Record (EOR) is your gateway to a global talent market. If you are already working with contingent workers: freelancers, independent contractors, gig workers, etc., an EOR can often present a lower cost and risk option compared to handling it all yourself.

Understandably, sometimes organizations are concerned about compliance risks, productivity and reliability. Statement of Work (SOW) contractual documents let you define clear deliverables for projects, moving away from the outdated method of simply paying by the hour. This ensures everyone's on the same page and focused on achieving specific results, while an Employer of Record takes care of other aspects of managing your global contingent workers.

## What is an Employer of Record?

An Employer of Record (EOR) is a third-party company that legally employs your workers on your behalf. They handle all the administrative and legal responsibilities associated with being an employer, such as payroll, taxes, benefits, and compliance. This allows you to focus on your core business activities without the burden of HR complexities.



# The Value Of EOR

An Employer of Record does a lot more than deal with off-payroll workforce admin. Here's a few ways how companies benefit from partnering with an EOR.

## Reduces workload for HR, Payroll & Admin

The Hackett Group's 2023 Global Payroll Complexity Index found that for a multinational company, managing payroll across borders can **increase complexity by 20-30%**.

An EOR takes on the complexities of managing payroll and administration for indirect hiring, freeing up your internal teams.

## Access to a Global Pool of Talent

The EOR model allows you to tap into the growing and flexible gig workforce, so you can respond faster to job vacancies and adapt your workforce as needs change.

## Safeguards Against Compliance Risk

EORs are experts in navigating complex regulations like IR35 (UK) and Independent Contractor Compliance (ICC) in the US.

According to a 2023 study, 63% of businesses surveyed were unsure about IR35 changes, putting them at risk of penalties. An EOR mitigates this risk.




## Supporting International Expansion

An EOR allows you to hire staff in a new country quickly and compliantly. They have the in-country expertise to handle labor laws, hiring processes, and payroll, eliminating the need to set up your own legal entity.

Extending opportunities to gig workers can benefit both you and them. According to a 2023 MBO Partners study, 74% of freelancers report a better work-life balance compared to those in traditional jobs.



# Benefits of working with an EOR+ Partner



Not all Employer of Record partners are the same. Here we highlight the advantages of working with a value-adding partner.

## Technology and Systems Advantage

Partnering with an EOR+ means leveraging their existing technology platform for onboarding, payroll, and benefits administration. This eliminates the need for your company to invest in and maintain its own HR systems.

In the case of USTech Solutions, we offer clients a Direct Sourcing talent portal and a Talent-as-a-Service approach, so a digital ecosystem is provided as part of agreements.

## Hire Contingent Workers Faster

EOR+ partners have established processes and a network of pre-vetted candidates, allowing you to find and hire talent quickly.

USTech Solutions has established talent sourcing methods and tools that work 24/7. We anticipate your hiring needs and proactively build pre-qualified talent pools, saving you time in the hiring process. Additionally, we tap you into a network of over 12 million pre-vetted, ready-to-hire candidates to accelerate your hiring.

## Tap Into Market Rate Insights

EOR+ partners will advise on competitive wages and benefits for different talent categories, ensuring you get the best value for your workforce.

At USTech Solutions, we have developed a talent data analysis ecosystem to source workforce analytics. It surfaces the best rates for the role you are hiring for, giving comparative insights to hiring managers on local, national and overseas rates segmented by skill-levels and experience.



# Why Choose Us?

## How We Work

Every customer of our Employer of Record+ service enjoys a dedicated Program Management Office (PMO) led by contingent workforce industry practitioners who act as the single point of contact for each client program.

Program Managers are responsible for day-to-day operations and the continuous improvement of programs. They are supported remotely by our Shared Service Center teams offering HR, Legal, Payroll, Finance, and Accounting support.

## Capabilities

Fulfilling payroll is just one part of our comprehensive solution, enabling you to single-source your EOR needs.


USTech Solutions provides full lifecycle management of each payrolled worker, creating a high touch, above-and-beyond experience for customers and workers. The PMO is engaged from the initial end user request, to on-boarding and through off-boarding.


Our payroll process outsourcing services drive risk, time and cost out of the process, providing you with dedicated support and administrative services when, where and how you need them.

 **Derisking indirect workforce**  
We take full responsibility for the fulfillment of employer obligations

 **Delivering on promises**  
Ensuring wages are paid accurately and on time

 **Keeping data safe**  
Data protection and privacy are fundamental to our approach

 **Fairness and well-being**  
Happy and engaged workers deliver better results

 **Managing change**  
We seek to continuously improve and deliver better customer value

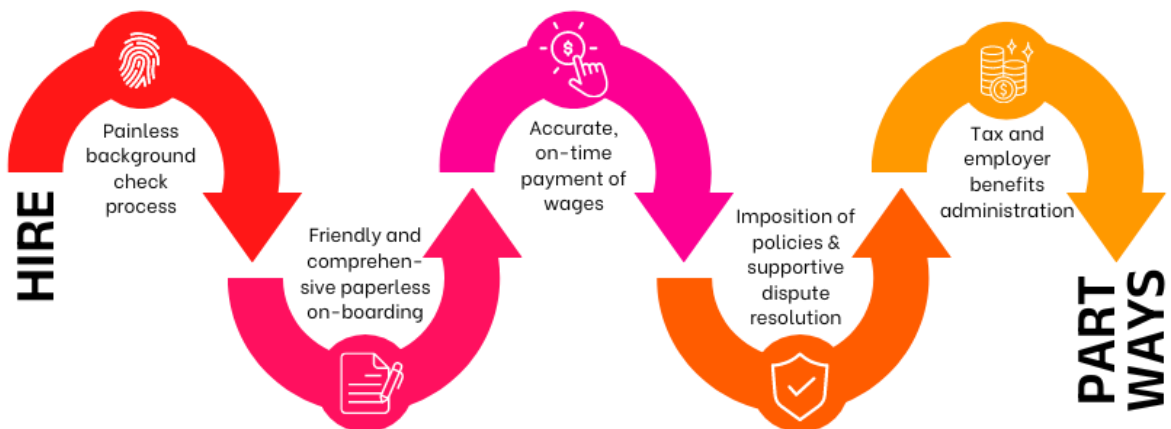
# Advanced Processes and Technology



Handing over responsibility for managing indirect workforce payroll to a third party is a big decision, with associated risks and implications. We believe in complete transparency and are happy to answer any questions and address any concerns you might have.

Our on-boarding approach reinforces our commitment to the people we hire on your behalf. Every individual is treated as a colleague, not a number. From the moment they on-board with us, each payrolled contractor benefits from our wide range of support services.

Unlike traditional EORs, every contract we service leverages our dedicated digital platform team. They'll craft a custom talent ecosystem tailored to your specific needs, giving you real-time insights into workforce performance and operations – all on a user-friendly digital platform.





With a **client retention rate of 97%** USTech Solutions has continuously demonstrated our ability to consistently provide exceptional service for our global clients.



## Our Customers

### FINANCIAL SERVICES



### PHARMA & LIFE SCIENCES



### HEALTHCARE



### MANUFACTURING



### INFORMATION TECHNOLOGY



### RETAIL & COMMERCE



### EDUCATION



### TELECOMS



### PUBLIC SECTOR



### ACCOUNTING



**Every USTech Solutions customer enjoys dedicated Program Management supported by senior executive sponsorship.**

All activities are underpinned by our Shared Service Centre (SSC) and Global Center of Excellence, ensuring optimal compliance, risk management and continuous improvement.

# Reinventing Human

**USTech Solutions, with an impressive 20+ years of experience in the industry, understands the combined importance of digital innovation and gig workforce inclusion.**

We provide opportunities for indirect candidates powered by a network of 100+ enterprise clients, supported by 25 global delivery centers across the country. Our strong client base guarantees continuous job opportunities to candidates, in professional and diverse Engineering, Manufacturing and Retail organizations.

At USTech Solutions, we guide and enable candidates to perform to the best of their ability and to reach great heights in their career.

**Diversity is both inspiring and impactful.** As a certified Minority and Women-owned Business Enterprise (MWBE), USTech Solutions embraces diversity in the culture of our organization. We believe that an energized, diverse and inclusive workforce can be a major competitive advantage that also helps to form a robust and sustainable organization. We seek talented individuals from a variety of backgrounds and cultures to serve our clients around the world.

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## Company Information

- An international client portfolio that includes 20% of the Fortune 500
- Recognized by SIA as being in the Top 1% of Technology and Staffing suppliers in the US
- Transforming digital ambitions into reality with seamless tech programs
- Spearheading advanced solutions through our Co-Innovation Campus approach to deliver digital outcomes
- Certifications: CMMI Level 3, ISO 27001, ISO 9001:20015, ISO 14001:2004 (Environmental Management Systems)
- Sustaining two decades of consistent 25-30% YoY growth
- Headquartered in New Jersey, we operate 40 global locations across the US, Canada, Europe, and India.

## Reach out today

Get in touch to discuss your contingent workforce hiring needs.

[www.ustechsolutions.com](http://www.ustechsolutions.com)