

FROM LOCAL TO GLOBAL IN NO TIME

How a Global EOR Provider Can Help
Your Business Expand Internationally

NO LEGAL ENTITIES, ONLY GROWTH

The Smart Alternative to Legal Entity Setup: Why Choose a Global EOR Provider for Your Global Expansion

Expanding a business globally can be a great way to access new markets and increase revenue. However, setting up legal entities in each new jurisdiction can be time-consuming and expensive. Moreover, it can take months or even years to establish legal entities, and they may not be necessary if a business is just testing the waters in a new market. As a result, more and more businesses are turning to Global Employer of Record (EOR) solutions as an alternative to establishing legal entities.

A Global Employer of Record is an option that allows you to skip all of that hassle. The Global Employer of Record (EOR) is a talent engagement model offers a potential solution for companies looking to expand globally.

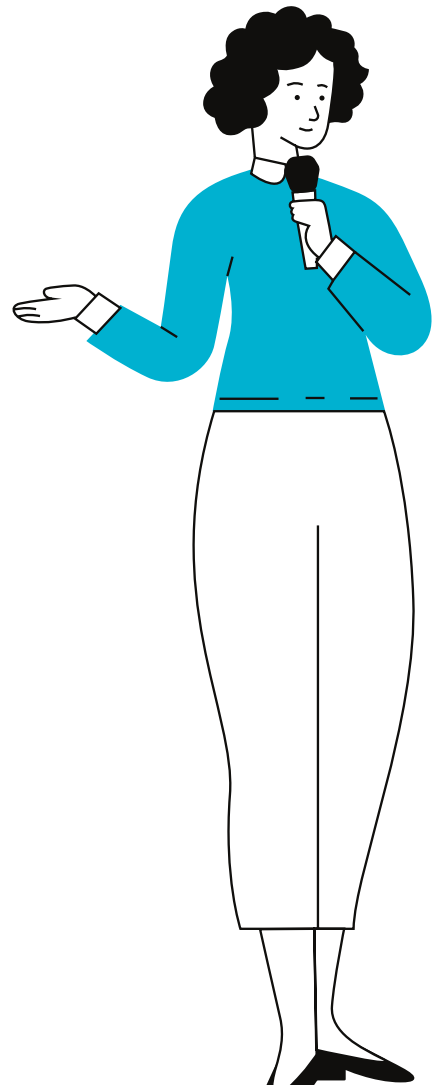
A Global EOR can help companies manage their tax and employment obligations without having to set up legal entities all over the world. They take care of filing tax returns, paying employment taxes, filing payroll reports and more.

They also offer flexibility with respect to employment law and compensation structures while providing compliance documentation to help with any audits or inquiries from local authorities. They allow businesses to manage their HR needs across borders with ease.

Let's explore the advantages of choosing a Global EOR provider when expanding into new markets.



20 Questions to Ask Before Choosing a Foreign Legal Entity Set Up



1

What activities do you see your company performing in the host country, now and in the future?

2

How many employees or contractors will you engage in the host country?

3

What will the partners' level of involvement in the host country?

4

What are your long-term plans for operating in the host country? Do you plan to expand your business there?

5

Would you like to buy or lease office space in the host country?

6

What is your timeframe for operating in the host country?

7

What revenue model do you plan to use?

8

Are marketing and PR any significant advantages to operating as a local company?

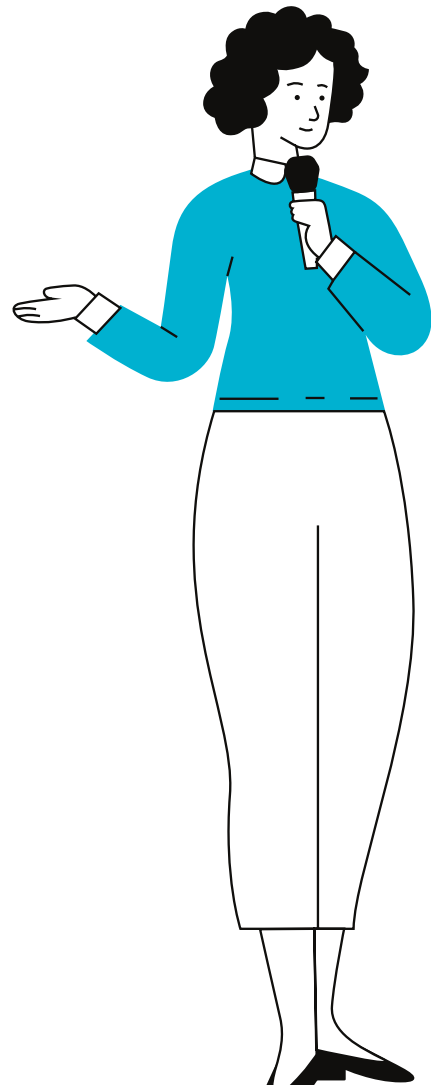
9

What are the potential tax implications for your company if it expands into the host country?

10

Could any taxes be levied on specific industries or types of investment?

20 Questions to Ask Before Choosing a Foreign Legal Entity Set Up



11

Would there be any unusual withholding taxes on fund transfers or sales of goods?

12

To establish a new business in a foreign country, what are the initial capital and governance requirements that must be met?

13

What is the ideal number of shareholders to distribute ownership among?

14

Who will act as a local director?

15

What level of freedom will local management have?

16

Do your employees in the host country have a designated workspace from which they will operate? This could be their home office or other formal business accommodation.

17

Are your employees in the country extensively involved in sales or contract negotiations? They don't need the power to sign contracts to qualify as being involved in contract negotiations.

18

Do your employees' job titles or descriptions pertain to revenue generation?

19

Do your employees receive compensation related to sales, such as commissions or bonuses for meeting sales targets?

20

Do they receive compensation based on sales, such as commissions or bonuses for their sales performance?

PRE-INCORPORATION ENTITY SETUP EXPENSES

- 01 Legal and tax consulting fees
- 02 Advice on corporate governance structure – local director/shareholders requirements
- 03 Legal entity establishment
- 04 Business license and entity registration approval
- 05 Entity registration documents
- 06 Local entity articles of incorporation
- 07 Application for and obtaining a tax ID
- 08 Bank account establishment
- 09 Accounting and audit services
- 10 Registration of the newly incorporated entity to be a local employer

POST-INCORPORATION ENTITY EXPENSES

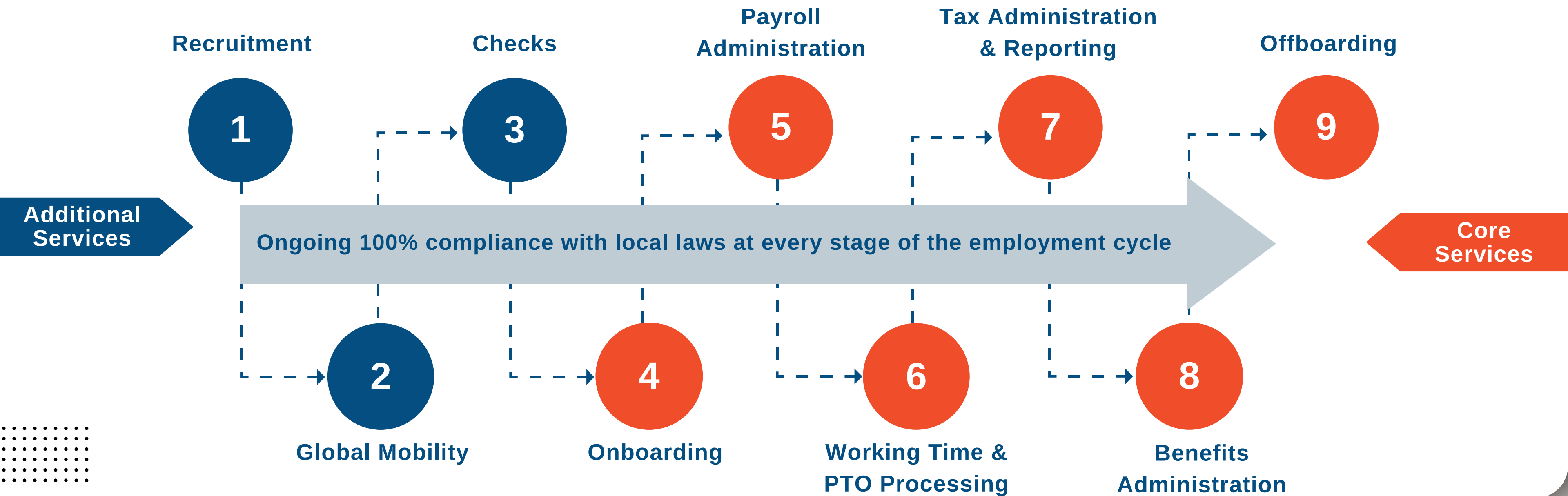


TAX-RELATED EXPENSES



GLOBAL EOR SERVICES: SAVE UP TO 75% OF EMPLOYEE MANAGEMENT COST

	Average Cost & Time	Our Solution *
● Time to Market	10+ weeks	72 hours
● Legal Advisors Fees	\$ 10 000 +	
● Official Employment & Benefits	\$ 20 000 +	
● Incorporation & Liquidation Costs	\$ 11 000 +	
● Bank Account Setup	\$ 2 000 +	
● Maintenance costs and in-house staff to manage the foreign entity, payroll setup, and HR operations administration.	\$ 25 000 +	
The approximate total cost of new market entry**	\$ 74 000 +	\$ 15 000



FULL-CYCLE GLOBAL EMPLOYMENT MANAGEMENT



GLOBAL EMPLOYMENT RISKS & CHALLENGES GEOR HELPS ADDRESS



Compliance

- Payroll compliance
- Ongoing legal, firing & hiring regulations monitoring & updates
- Tax & benefits administration regulations adherence & guidance
- Continuous labour, tax, payroll, and immigration compliance monitoring & updates



Risk Control

- Permanent establishment risk
- Employee misclassification risk
- Under-taxation risk
- HR compliance risk
- Immigration compliance risk
- Intellectual property rights risk
- Vendor management & vetting risk



All-in-one Solution

Acumen EOR replaces

- Payroll Company
- Employee Benefits Broker
- HR Consultants
- Background Checks Vendors
- IP Attorney
- Tax Advisor
- Translation service
- Legal Advisor
- Immigration Advisor
- HR Compliance Advisor



Local Incorporation

- Global EOR is your market testing vehicle without company set up
- HR-arm upon global expansion urgent needs
- Business in transition - M&As, close-downs
- Employment capabilities in remote and underserved markets



Employee Transfer

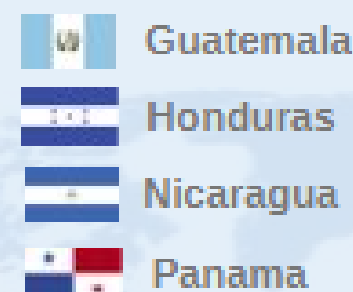
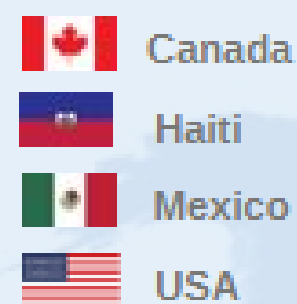
- From a PEO to PEO
- From EOR to EOR
- From legal entity to legal entity
- Convert Independent Contractors to employees
- Support in M&As and business restructuring

Acumen International

Coverage Map - 2023

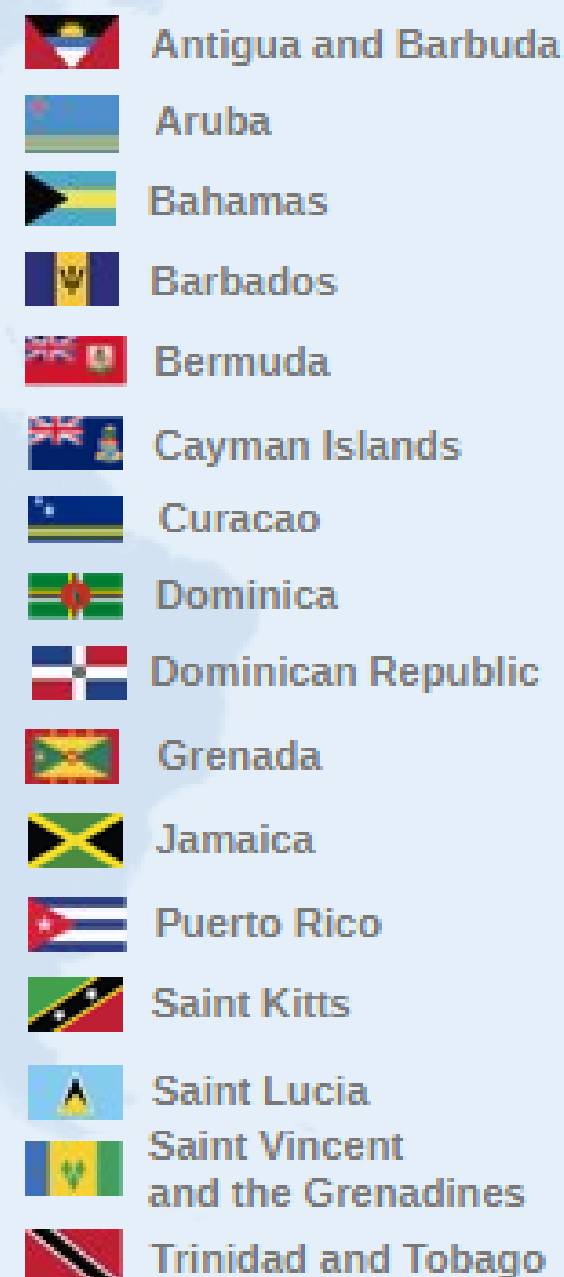
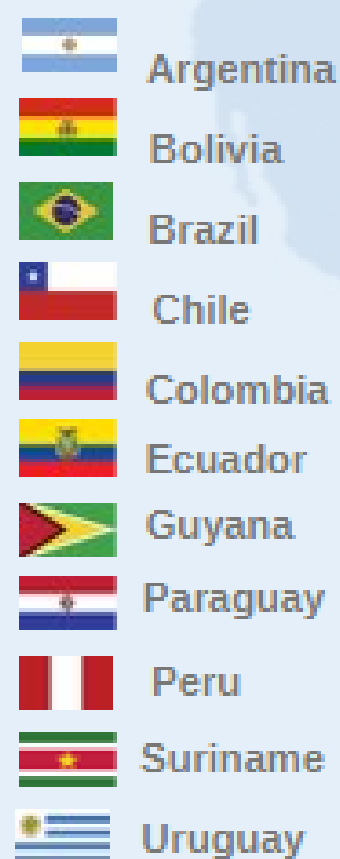
Americas

North America

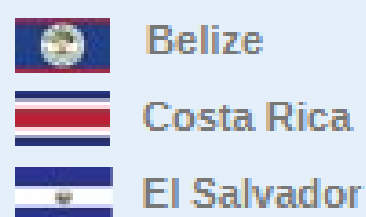


Caribbean

South America

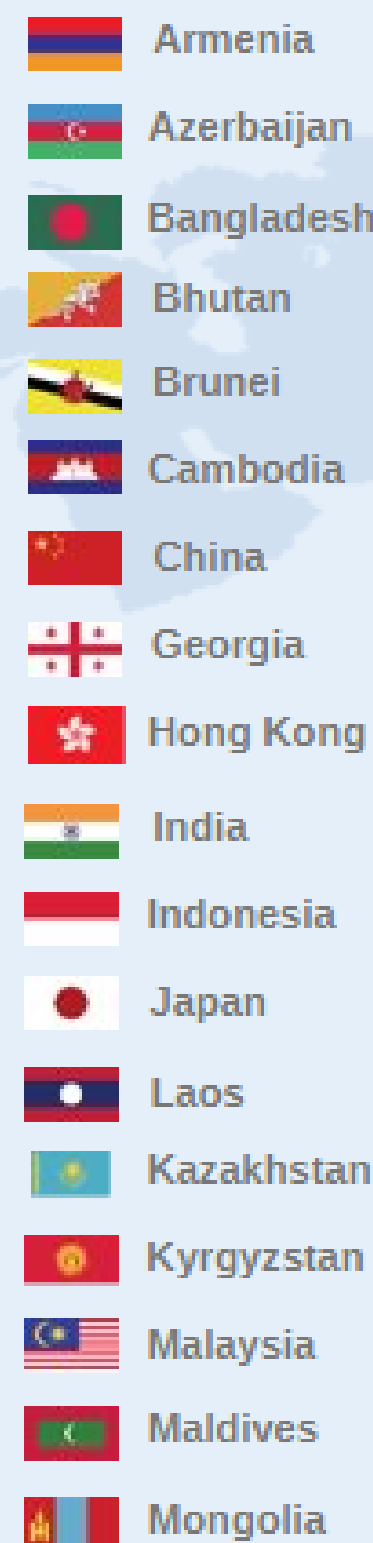


Central America



APAC

Asia

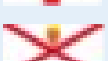


Oceania

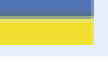


EMEA

Western Europe

	Austria
	Belgium
	France
	Germany
	Guernsey
	Jersey
	Liechtenstein
	Luxembourg
	Netherlands
	Monaco
	Switzerland
	United Kingdom (UK)

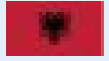
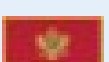
Eastern Europe

	Bulgaria
	Czech Republic
	Hungary
	Moldova
	Poland
	Romania
	Slovakia
	Ukraine

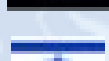
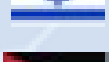
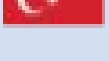
Northern Europe

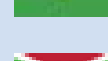
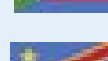
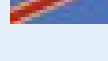
	Denmark
	Estonia
	Finland
	Iceland
	Ireland
	Latvia
	Lithuania
	Norway
	Sweden

Southern Europe

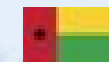
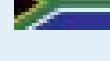
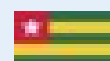
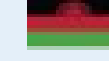
	Albania
	Andorra
	Bosnia and Herzegovina
	Croatia
	Cyprus
	Greece
	Italy
	Kosovo
	North Macedonia
	Malta
	Montenegro

Middle East

	Bahrain
	Egypt
	Iraq
	Israel
	Jordan
	Kuwait
	Lebanon
	Oman
	Qatar
	Saudi Arabia
	Turkey
	UAE
	Yemen

	Algeria
	Angola
	Benin
	Botswana
	Burkina Faso
	Burundi
	Cameroon
	Cape Verde
	Chad
	Comoros
	Democratic Republic of the Congo
	Djibouti
	Equatorial Guinea
	Eritrea
	Eswatini
	Ethiopia
	Gabon
	Gambia
	Ghana

Africa

	Guinea		Seychelles
	Guinea-Bissau		Sierra Leone
	Ivory Coast		South Africa
	Kenya		South Sudan
	Lesotho		Tanzania
	Liberia		Togo
	Madagascar		Tunisia
	Malawi		Uganda
	Mali		Zambia
	Mauritania		Zimbabwe
	Mauritius		
	Morocco		
	Mozambique		
	Namibia		
	Niger		
	Nigeria		
	Republic of the Congo		
	Rwanda		
	Senegal		

Contact Us

If you need assistance determining the best way of hiring a foreign talent based on your company's needs, contact Acumen International:

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