

US Expansion: US vs. UK Terms of Business



Exploring the Key Differences Between US & UK Terms of Business Permanent (Perm) Positions



Employment Contracts



✓ **At-Will Employment**

✓ **Notice Periods**
✓ **Redundancy and Severance**



Compensation and Benefits



✓ **Benefits:**
Varying state-level regulations, common health insurance, retirement plans

✓ **Salaries:**
Quoted annually, paid bi-weekly, semi-monthly, or monthly

✓ **Benefits:**
Paid holidays, sick pay, pension contributions

✓ **Salaries:**
Quoted annually, paid monthly/weekly



Recruitment Fees and Agreements



✓ **Placement Fees:**
Calculated as a percentage, typically more lucrative

✓ **Placement Fees:**
One-time, percentage of employee's first-year salary



Want to know more?

Click here to read the full article!



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Exploring the Key Differences Between US & UK Terms of Business Temporary (Temp) Positions



Temporary Recruitment



- ✓ **Independent Contractors:**
"Corp-to-corp" or sole traders (1099s)

- ✓ **IR35 Off-Payroll regulations**



Compliance and Employment Laws



- ✓ **At-Will Employment**
- ✓ **Varied State Laws:**
Differing regulations, no federal equivalent to Conduct Regulations

- ✓ **Agency Worker Regulations (AWR)**
- ✓ **Holiday Pay**
- ✓ **Conduct Regulations**

Navigating Differences



Successful US recruitment requires understanding and adapting to distinct business terms

Seeking Legal Advice



Stay informed, partner with legal experts, and be adaptable for a smooth transition into the US job market

Want to know more?

Click here to read the full article!



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