

EMPLOYER OF RECORD (EOR)

WTT LEGAL'S RECRUITMENT DICTIONARY: US EXPANSION EDITION

HERE WE EXPLAIN EOR FOR UK RECRUITERS

WHAT IS AN EOR?

For UK recruiters expanding their operations into the US, an Employer of Record (EOR) serves as a strategic solution to navigate the complexities of hiring and managing employees in a new market. An EOR acts as a trusted intermediary that assumes the legal responsibilities of being an employer to the recruited workforce, handling tasks such as payroll processing, tax withholding, benefits administration, and compliance with US employment laws and regulations. By partnering with an EOR, UK recruiters can streamline their expansion efforts, reduce administrative burdens, and mitigate risks associated with unfamiliar legal frameworks. This allows recruiters to focus on their core task of talent acquisition and client servicing, while the EOR takes care of the intricacies of HR and employment compliance in the US market.

HOW WE CAN HELP

GET IN TOUCH TODAY TO SPEAK WITH OUR EXPERTS

Are you a UK recruiter considering your plans for US expansion? We can help! WTT Legal's Dual US-UK qualified Director of Legal Services, Carla Roberts, holds extensive experience in both the UK and US recruitment market. Our legal team are well placed to advise on transacting business in the US and using your UK entity to engage with US clients.

Contact us at info@wttlegal.co.uk or call us on +44 (0)20 3468 0000 to arrange a free consultation.

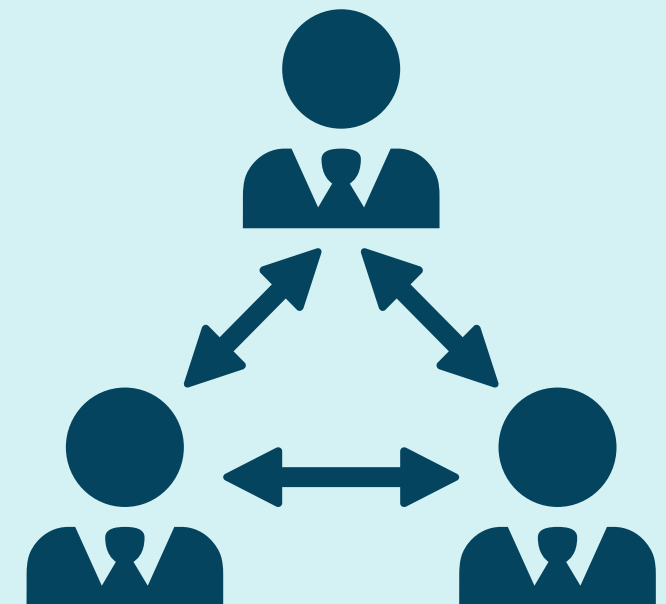
NAVIGATING AN EOR IN THE US FOR UK RECRUITERS

Engaging an EOR in the US involves careful consideration of factors such as the EOR's reputation, track record, service offerings, and cost-effectiveness. UK recruiters should conduct thorough due diligence to select an EOR that aligns with their expansion goals and provides comprehensive support tailored to their needs. Additionally, recruiters should maintain open communication with the chosen EOR to ensure transparency and clarity throughout the partnership.

While an EOR offers speed, flexibility, and reduced administrative burden, incorporation provides greater control over operations and may be more suitable for long-term expansion plans.

KEY POINTS TO REMEMBER

- 1 An EOR provides recruiters expanding to the US with greater speed, flexibility, and reduces the administrative burden
- 2 Engaging an EOR can facilitate a smoother and more efficient expansion to the US
- 3 An EOR assumes the legal responsibilities of being an employer to the recruited workforce
- 4 It is important for UK recruiters to clarify the range of services offered by the EOR to ensure the specific needs of their recruitment operations are met



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WTT provides award-winning experienced tax advisers, legal experts and wealth professionals working together as a cohesive team. The breadth and depth of our expertise allows us to provide an all-round tailored service for contractors, entrepreneurs and companies alike.

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