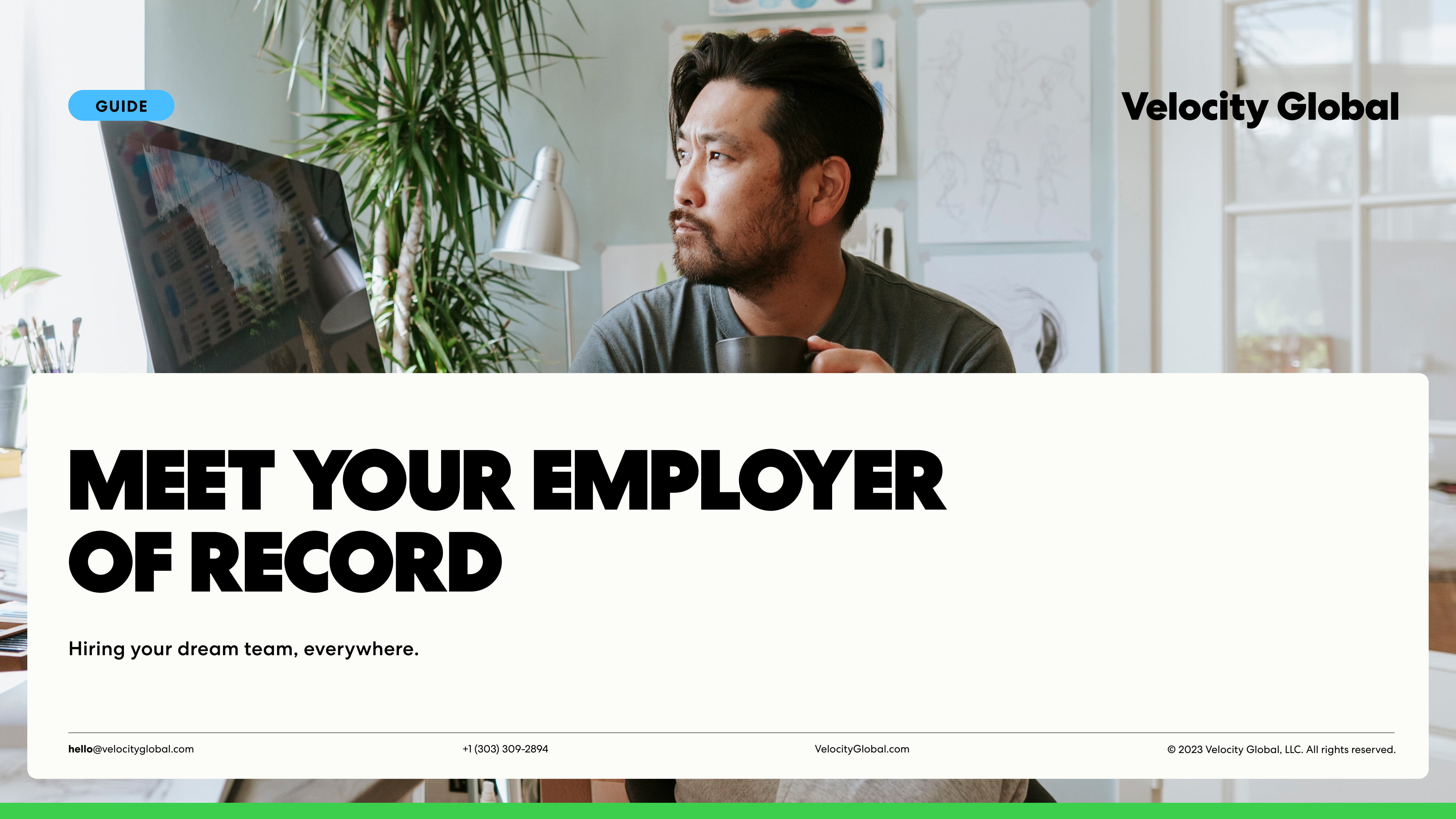




GUIDE

Velocity Global

MEET YOUR EMPLOYER OF RECORD

Hiring your dream team, everywhere.

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[VelocityGlobal.com](https://velocityglobal.com)

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EOR SERVICES

Compliantly build your global workforce

Velocity Global is your employer of record (EOR). We ensure all employment is compliant with local laws and regulations and all supported employees receive an outstanding employment experience.

Trust us to compliantly guide you through every step of the employment lifecycle, including:

EMPLOYMENT CONTRACTS

We ensure your supported employees' contracts are compliant with local legislation.

STATUTORY BENEFITS

Let us take care of mandatory government benefits and social contributions on your behalf.

ONGOING EXPERTISE

We offer advice on everything from local labor laws to cultural norms so you stay informed while going global.

What does this mean for the employee and their employment?

Under the EOR model, Velocity Global and our affiliate partners act as the supported employee's legal employer and set forth all employment agreements with the employee.





FAQ

What relationship will I have with my talent if Velocity Global is facilitating their employment?

Your supported employees will report to their assigned manager/supervisor, who will provide day-to-day business assignments. Their respective managers will also manage any matters regarding goals, objectives, and performance. Velocity Global will act as their legal employer.

What relationship will my talent have with Velocity Global if they work with our company on a day-to-day basis?

As their legal employer of record, Velocity Global will provide your team member with a locally compliant employment contract and manage ongoing HR services, including but not limited to payroll, expense processing, and benefits administration.

What will happen next? When can my talent expect to hear from Velocity Global?

Below are the next steps:

Employment contract preparation.

You provide us with the details of the employment package, and we will draft a compliant contract. We can also advise you on competitive compensation in your supported employee's market, and our Sales Solutions team can provide talent market assessments to help you explore new talent pools.

Velocity Global introduction.

Once the contract is completed and approved, your supported employee will receive an email directly from their Velocity Global HR point of contact to schedule an onboarding call.

Onboarding call. During this call, Velocity Global will answer any questions about your supported employee's contract, benefits, or Expensify training and discuss the steps to complete their employment contract.

Onboarding completion.

Immediately after the onboarding

call, your supported employee's employment agreement will be shared via the Velocity Global Work Platform™ for their review and signature.

Start date. Your supported employee will begin work on the date outlined in the employment agreement.

Who can my talent contact for HR questions?

Supported employees will have a dedicated, in-region HR point of contact who will provide ongoing support throughout their employment experience.

The Velocity Global point of contact may be asked for help with the following:

- Pay slips
- Statutory regulations
- Time-off allotment and statutory holidays
- HRIS platform and expense platform
- Contract language and benefits package
- Enrollment and use of national social system

ONBOARDING PROCESS

Welcome packet and initial invoices

Customer receives a welcome packet, list of key contacts, and additional resources. Initial invoices are generated, and funds are pulled automatically.

Customer kickoff

Client Experience team coordinates introduction call to discuss onboarding, sends offer letters, confirms internal contacts, enrolls in our platform, and addresses questions.

Employment contract

Velocity Global prepares employment contracts for customer review and approval. Immigration process commenced, if applicable.

Employment kickoff

Once approved, the Employee Experience team enrolls the supported employees into our platform and schedules kickoff calls to discuss contract and onboarding requirements.

Employee review

After kickoff call, the Employee Experience team supports employees as they review the contract and onboarding information.

Employee signature

Once supported employees are ready to sign the employment contract, it will be shared via DocuSign. They will also complete all required onboarding documents. Some countries require additional documentation.

Employee profile completion

Review all information collected and provide Expensify training for supported employees.

First payroll invoice

Customer receives first payroll invoice by the third week of the month. Additionally, Velocity Global will send a monthly corporate communication for payroll deadlines.

First payroll

First payroll occurs for onboarded supported employees per the payment dates dictated by local labor laws.

Ongoing support

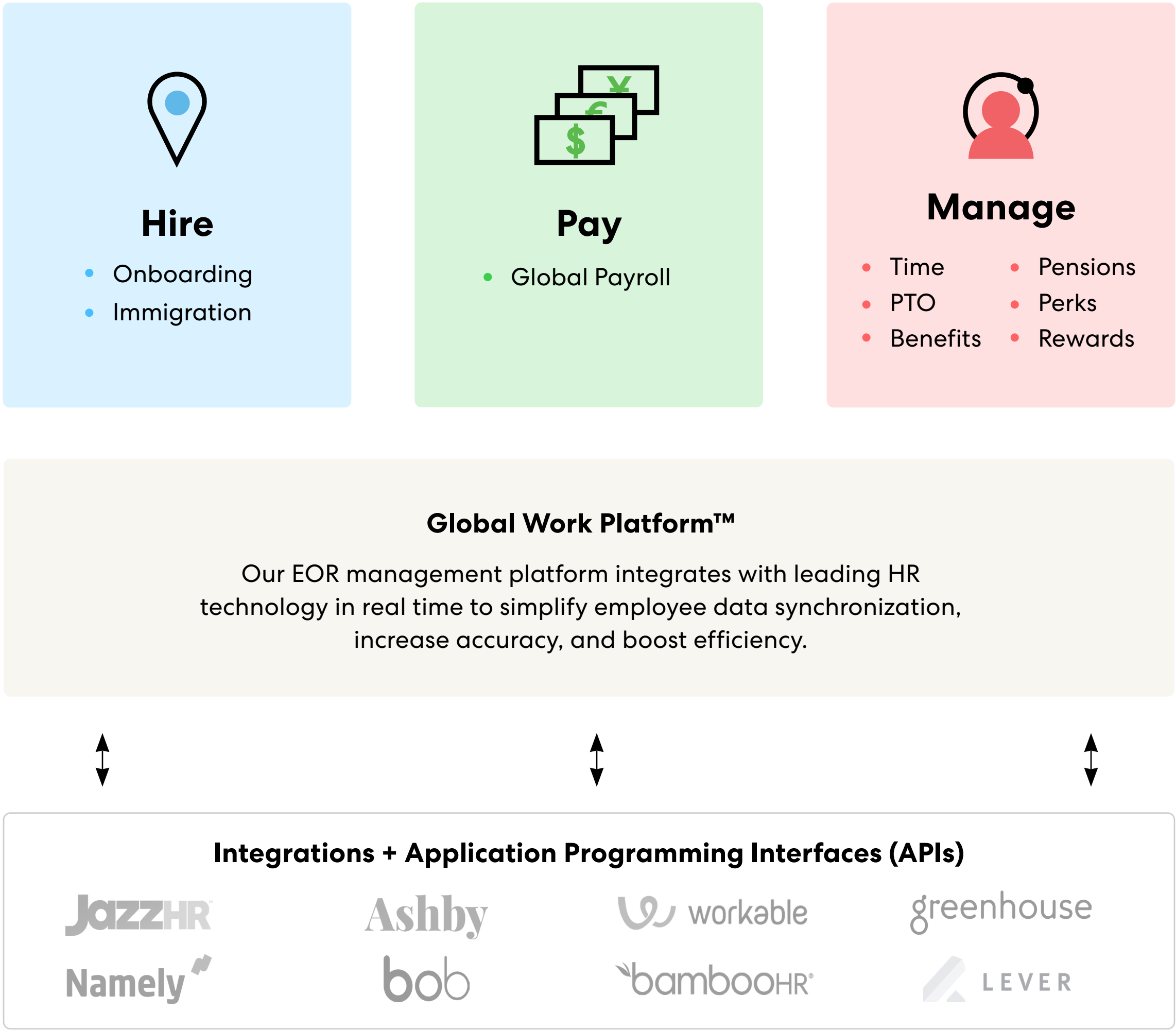
Customer and supported employees receive ongoing support to ensure needs are met in real time.

Ask us about our technology integrations

Building and running global teams is complex. Let our integrations make things easier. Our Global Work Platform™ integrates with industry-leading applicant tracking systems (ATSs), human resource information systems (HRISs), and human capital management (HCM) technology to simplify employee data management. You no longer have to lose time manually entering employee information or fixing mismatched data across multiple platforms.

EMPLOYERS

TALENT



Reach out to SalesSolutions@VelocityGlobal.com to get started with our integrations.

Confidently hire the right people in the right place

Discover new talent markets with our international expansion expertise.

Expanding your talent pool beyond borders is one of the most effective ways to support your company's growth, even if it presents a challenging first step: deciding where to look for talent. We simplify the research process for you by offering a detailed analysis of the best hiring markets for your organization's growth and revenue goals.

Combining our trusted expertise with reputable third-party data, we provide a ranked list of potential countries to begin your search for the right candidates. Our analysis consists of several strategic variables, including but not limited to the following:

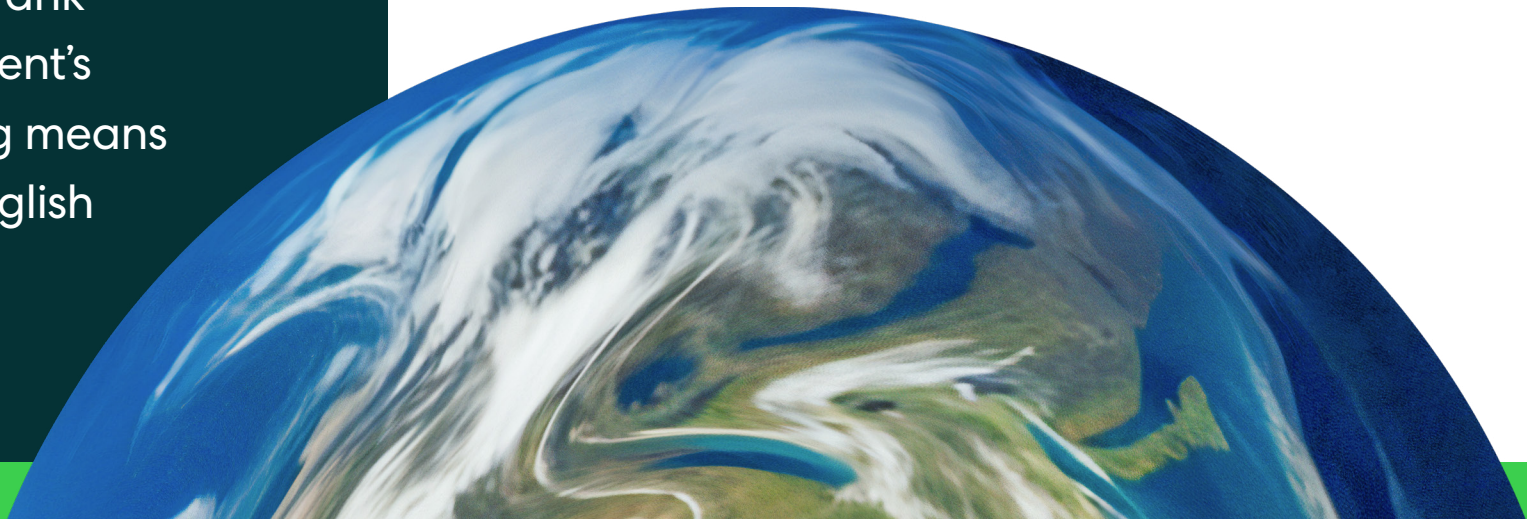
- **Digital talent quality.** We determine the overall talent quality in a given market by considering a country's average education and digital proficiency levels.

- **Labor force volume.** We let you know the size of a given talent pool, which helps you understand the competition for talent in each market.
- **Employer burden.** We inform you of the approximate social contributions (e.g., national healthcare, social security, pension schemes, etc.) that an employer must pay on top of an employee's salary in each country. A higher contribution rate means a given salary will cost your company more in a specific country.
- **Ease of doing business.** Some countries have regulations that make it harder to hire talent. A higher ranking means that the regulatory environment in a given country makes it easier for foreign companies to hire talent there.
- **English proficiency.** If English proficiency is important to your business operations, we can rank each country based on its talent's English skills. A higher ranking means a country produces better English speakers/writers.

INTERNATIONAL EXPANSION ANALYSIS EXAMPLE

	Digital talent quality	Labor force (volume)	Employer burden	Geopolitical Stability	English proficiency	Total weighted score
WEIGHT	2	3	1	1	3	
Canada	1	0	1	1	1	7
Chile	1	-1	0	0	1	2
Mexico	-1	1	-1	0	-1	-3
Colombia	0	0	-1	1	-1	-3
Uruguay	0	-1	0	-1	0	-4
India	1	1	1	0	0	2

Velocity Global's consultative approach to international hiring has helped many of our customers choose the right countries for expansion, allowing them to achieve key business goals while controlling employee costs. Contact SalesSolutions@VelocityGlobal.com to request a custom international expansion analysis for your company.



Turn your hiring pool into an ocean

Have questions about EOR?

Reach Out Today

