



Elevating Business

Employer of Record



The What, Why, When, and How



Contingent labor is an essential part of today's workforce, and the success of your organization.



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However, improper management of your workforce can result in costly financial penalties, potential litigation, and negative publicity. An Employer of Record (EOR) provider can help streamline and simplify contingent labor management so that you can focus on strategic growth.

Read on to learn what an EOR is, when and why to use one and how to put an EOR solution to work for you.



What

is an Employer
of Record?

AN EOR IS A COMPANY THAT LEGALLY EMPLOYS YOUR CONTINGENT WORKERS

and takes over payroll functions to ensure compliance with all labor laws and regulations. An EOR is responsible for paying your contingent workers and many other personnel functions such as employment agreements, taxes,



benefits, insurance, visa and sponsorship applications, and more. An EOR is the registered employer for contingent workers but does not participate in management of day to day work activity.

What

part of the
Employee
Lifecycle does
an EOR Cover?



EOR services typically include complete life-cycle management of each contingent worker creating a seamless experience for organizations and workers.

ONBOARDING

- Pre-employment screenings (*background, drug, and credit*)
- Education and employment verification
- Employment eligibility verification (I-9) - E-Verify
- Worker classification (1099 vs W-2)
- Independent Contractor Compliance
- New hire agreements and paperwork

OFFBOARDING

- Exit paperwork
- COBRA notifications
- Separation notices
- Annual employee tax reporting



EMPLOYMENT MANAGEMENT

- Time sheet collection and payroll distribution
- Tax deposits and filings
- Benefits administration (*health, dental, vision, life*)
- Expense reimbursements
- Unemployment insurance
- Worker's compensation
- General liability insurance coverage
- Year-end W-2 issuance and reporting

When

would You Use
an Employer of
Record?

An EOR can help manage nearly any type of contingent workforce including the risks associated with the exploding gig economy. Here are a few of the most common scenarios where an EOR would be used:

Hire for short term,
seasonal or annual
projects

During a trial
employment period

Supplement staff
with statement of
work consultants

Employ interns
for a specific time
frame

Fill a temporary
vacancy

Increase headcount
for peak periods of
business

Validate
and manage
freelancers/1099's

Rehire alumni or
retirees for project
work

Why

use an Employer of Record?

MINIMIZE RISK EXPOSURE

Transfer the responsibility and liability for payroll, taxes, benefits, insurance, and employee records to your EOR.



WORKFORCE FLEXIBILITY

Quickly scale up and down as staffing needs change and leave the time-consuming, complex onboarding, employment, and offboarding paperwork to your EOR.

REDUCE ADMINISTRATIVE EFFORT

Free up resources and eliminate hassles by outsourcing workforce management activities to your EOR putting valuable hours back in your workday.

How

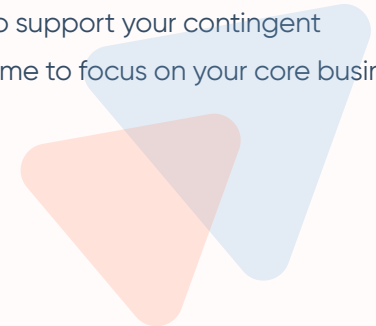
can the UpRys
Employer of
Record Solution
Help You?



SIMPLY PUT, PARTNERING WITH UPRYS FOR AN EOR SOLUTION ALLOWS YOU TO HAVE ALL THE BENEFITS OF A FLEXIBLE CONTINGENT WORKFORCE—WITHOUT THE HASSLE AND RISK.

Contingent workforce compliance laws are complicated—often vague, contradictory, and ever changing. Even with the best intentions, it can be challenging for companies to remain compliant. With UpRys, you can be confident that your organization is compliant with all tax and regulatory agencies.

In addition, UpRys can help when you don't have the expertise or resources to support your contingent workforce—freeing up time to focus on your core business.





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Ask About The Connectwork!

Enabling Careers

The ConnectWork is a connection network that introduces nonprofit workforce program candidates to employers who have available employment opportunities. Nonprofits serve their community while employers get access to talent. UpRys provides the employer of record platform that mitigates the risks for employers and nonprofits.



Giving Back to Your Community

UpRys proudly donates a portion of our profit back to the nonprofit organizations to help support their mission.

Contact: info@uprys.com or 614.957.0541



Think an Employer of Record Solution might be right for you? Contact us today to get the conversation started.

www.uprys.com

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