

AGENT OF RECORD: WHY YOU NEED ONE



Looking to offload the headache of hiring contractors in different jurisdictions? With our AOR service, we serve as a third party shield between your company and your independent contractors and freelancers. We shoulder the complete burden of contractual obligations and legal admin, adding an extra layer of armor for businesses aiming to expand globally with a flexible workforce.

DID YOU KNOW?...

Misclassification risks **are on the rise**.

One of the earliest high-profile instances involved **FedEx**, which faced misclassification lawsuits over two decades, ending in a settlement for **\$228 million**, covering expenses, legal fees, and unpaid wages to their workers. A more recent case includes **Uber** in 2017 with **5,200 members** opting into the class action lawsuit. Without receiving a final resolution as to whether the drivers were independent contractors or employees, the two parties settled giving the drivers just over **\$1.3 million**.

ONE BIG GRAY AREA

Despite the multitude of high profile cases on the rise, guidelines distinguishing employees from contractors are extremely loose, causing concerns regarding potential actions from tax authorities including HMRC and the IRS. These authorities can impose heavy penalties, back taxes, interest, and legal fees for worker misclassification.

WHAT TO WATCH OUT FOR

Not surprisingly, lots of companies have emerged to capitalize on the gray areas mentioned above. offering **fake compliance shields** and using **scaremongering** to push companies into more expensive services like **Employer of Record (EOR)**. Beware of companies promising the world and claiming they'll take on all the risks of misclassifying workers, when in reality, this can't be honored.

WHAT OUR AOR OFFERS:



Contract management: we sign instead of you. We take on all the legal admin and contractual obligations, including localization of contracts, so you can scale your global workforce up and down without lifting a finger.



Compliance shield: our name is literally on the line, protecting your business. In the event of a claim, we're responsible for fronting and defending you all the way.



Classification guidance: while we can't dictate - nor try to control - your relationship with your workers on your behalf, we can provide best practise guidance to help you remain compliant.



WHAT WE DON'T DO:

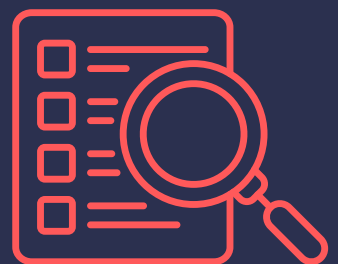
Classification enforcement: while we can provide guidance and best practise tips to help you remain compliant throughout your engagement, we will never claim to be able to govern your contractor classification for you. Your talent, your choice.






Fake shields: we won't tell you that we can take full liability of things like misclassification when they are out of our control. We'll take care of contractual obligations as promised, significantly reducing your risks, and we'll front and defend your business in the unlikely event of a case.



Hidden costs: we won't pretend that we're taking on full liability for classification and then nullify that with disclaimers in the fine print of your contract. We're transparent about what we can and can't do from the get-go.






WHAT ELSE IS INCLUDED IN OUR AOR SERVICE?

-  **KYC / AML Verifications:** We take care of the necessary checks on your contractors and freelancers.
-  **E-signing:** Legal documents can be easily reviewed, signed and accessed in one place.
-  **1099 Filings:** We capture all the relevant information for you and make it simple to file.



Freelancer Management System FMS

-  Customize compliant onboarding workflows.
-  Track milestones, tasks and budgets seamlessly.
-  Automate time-tracking and global payments.

Interested in finding
out more?

[Book a call](#)