



# Employer Of Records

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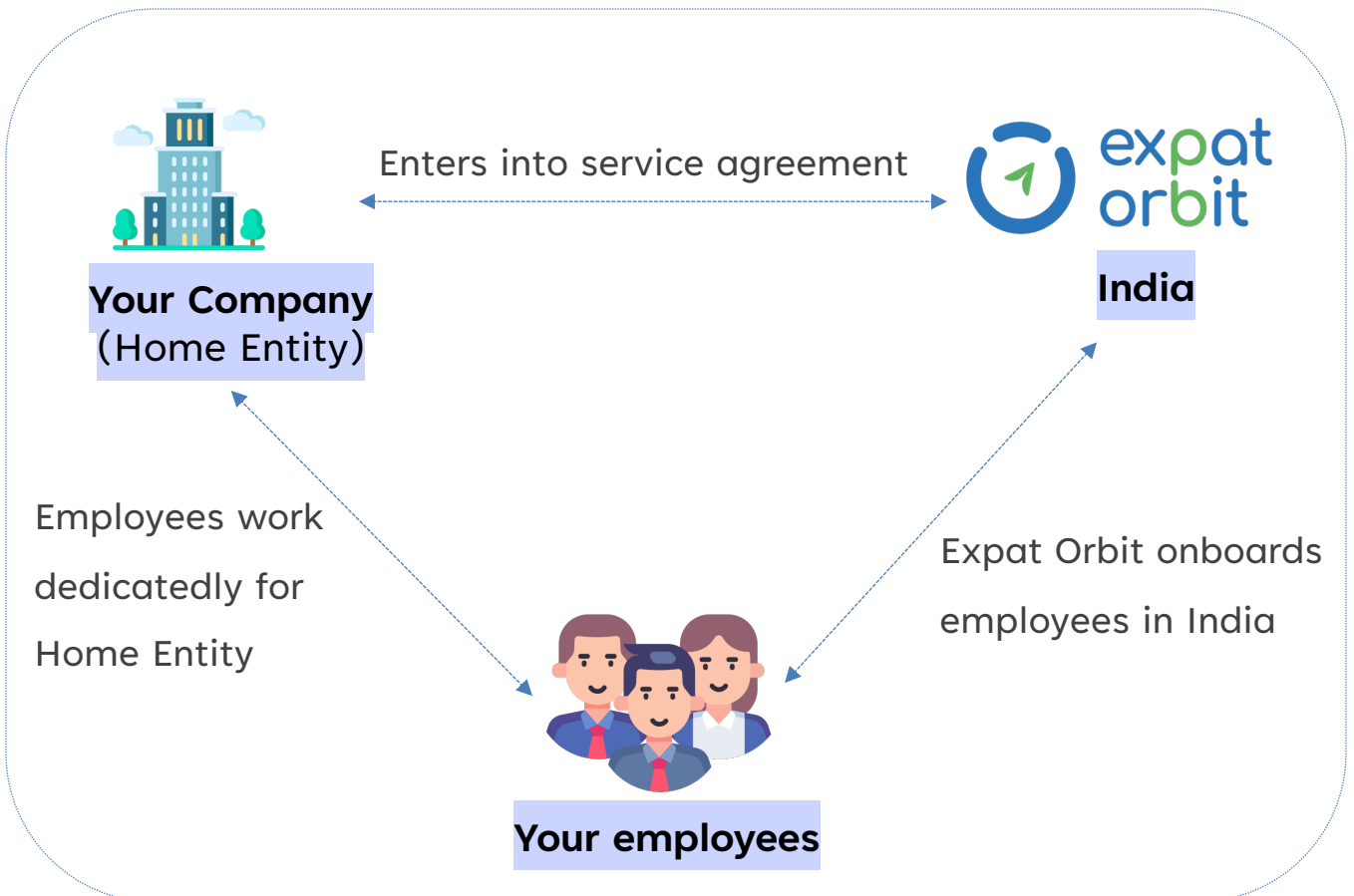
Hire employees in India compliantly,  
at a fraction of cost

# Proposed Solution

Expat Orbit provides a **comprehensive employer of records (EOR) solution** to companies looking to scale operations globally without getting into the hassles of setting up their own local entities.

## EOR arrangement explained

The model is designed to provide your company with a **legal and compliant model** to hire employees in countries where you don't have a local entity. The arrangement lets you retain control but avoid employer obligations wherever you wish to work.



**Your company retains the power to direct, supervise, and control employees**

# The Cost Advantage Of Hiring From India



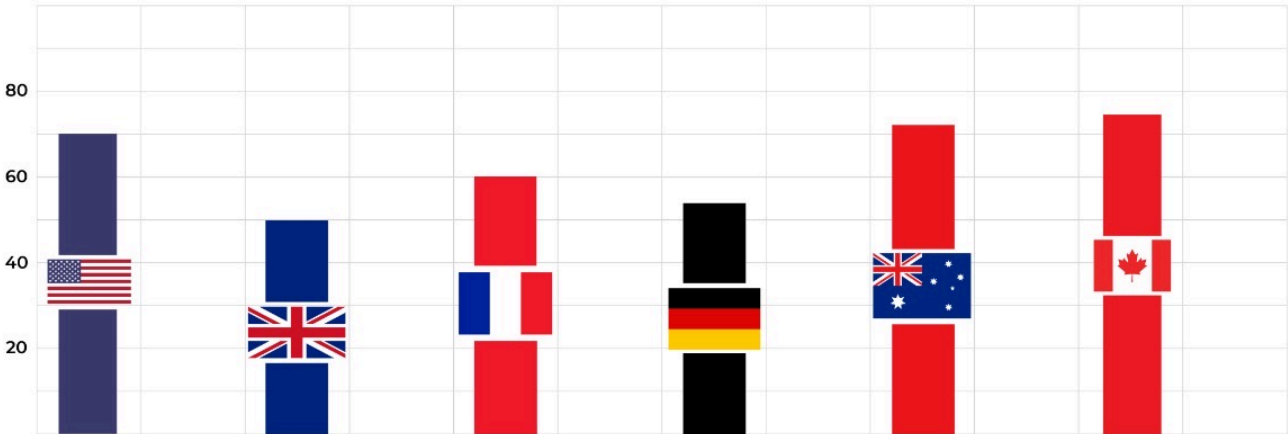
**Take a look at this case:** A USA based startup hired a team of designers, engineers, and marketers using EOR solution in India

## DID YOU KNOW?

You can save **70% of your costs** by hiring employees virtually in India. Sounds too good to be true? Take a look at the costs:

	Hiring a local team in USA	Expat Orbit's EOR support
Senior Software Engineer	\$120,000	\$32,000
Software Engineer	\$85,000	\$10,000
Graphic Designer	\$60,000	\$6,000
Digital Marketing Manager	\$70,000	\$9,500
Business Development Manager	\$80,000	\$9,000
EOR Management Cost	NIL	\$15,000
Estimated Annual Cost	\$415,000	\$81,500

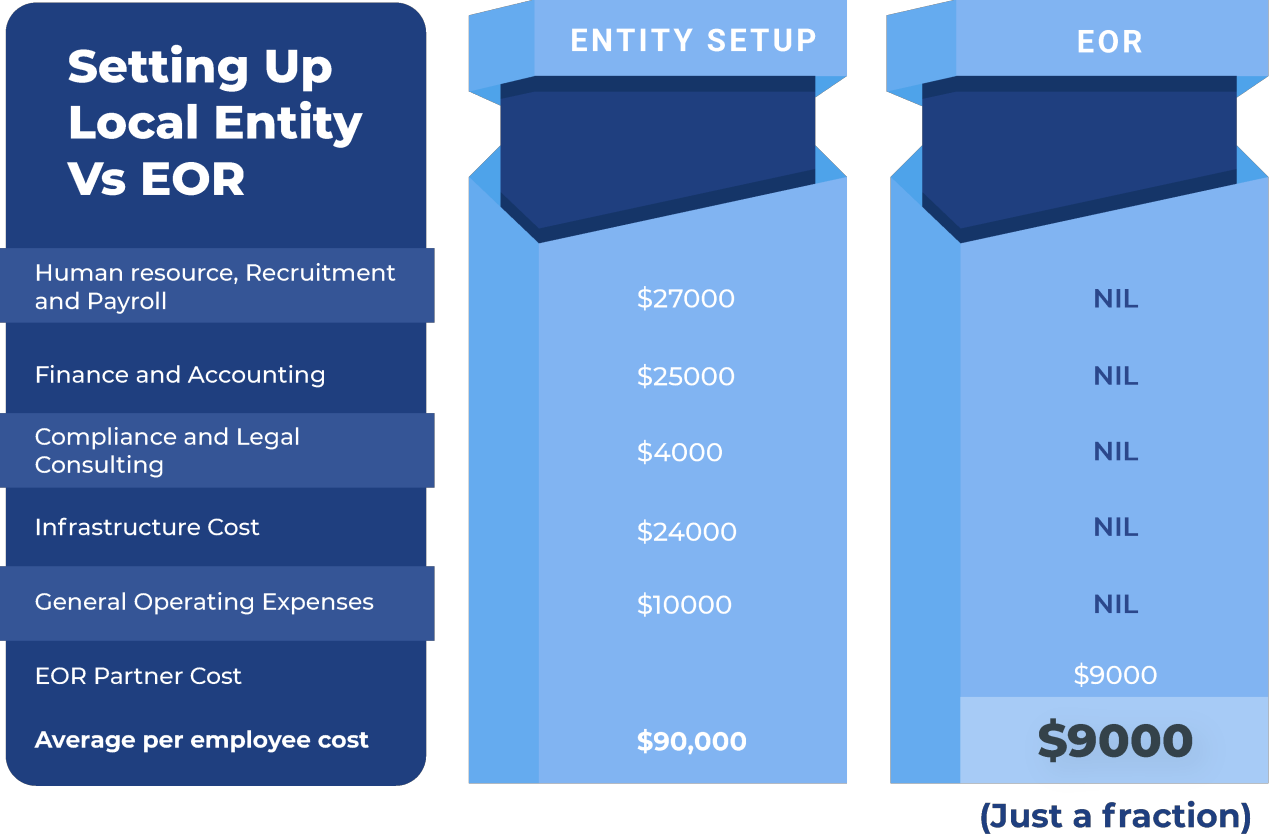
Percentage cost saving in key geographies for similar hiring



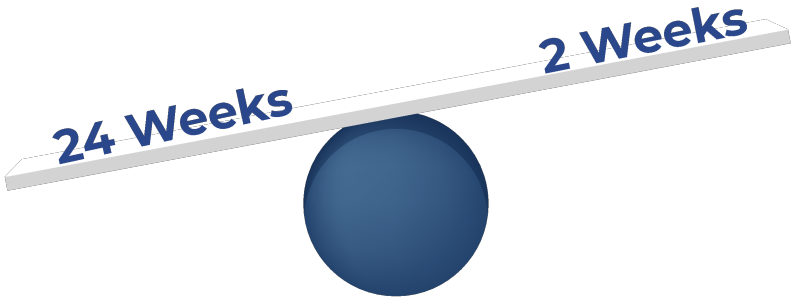
# Save Up On Humongous Entity Setup Cost



A comparison between costs associated with setting up a local entity and hiring through Expat Orbit’s EOR support



**Setup Time**  
(In weeks)



With EOR, you save up to 90% of your global expansions cost

# Services covered



As your EOR partner, Expat Orbit manages all obligations towards employees and the local government. Our offering **goes beyond regular compliances** to ensure smooth implementation of your international assignment.

## Recruitment assistance



- Identifying the right candidates based on the required skill set
- Customization of employment agreements according to local laws
- Final background check and negotiations before onboarding

## Compliance and employment contracts



- Employer specific compliances like social security contribution, etc.
- Filing country-compliant taxes on time

## Visa and immigration (if applicable)



- Determine appropriate visa type
- Visa sponsorship
- Work permit, residence permit, and other registrations

## Payroll management



- Calculation of payroll and disbursement of employee salary in India
- Payment of statutory dues such as PF, TDS to local government

## Destination services (on demand)



- Accommodation, cultural training, commuting

## Global mobility advisory (on demand)







- Secondment advisory, policy structuring, compensation structuring

Expat Orbit offers perfect balance between expertise, technology and extensive understanding of expatriate sensibilities to deliver innovative 360-degree expat assignment management solutions, customized for:

-  **Corporates**
-  **Expat professionals**
-  **Accompanying families**


## Benefits you get:

-  Dedicated relationship manager to address any queries
-  Host of add-on services to eliminate the need of multiple vendors
-  Highly competent consultants to deal with complex compliance challenges
-  Minimized internal team effort and assured quality

[Read case study on Expat Orbit’s EOR solution in Nigeria](#)


## Our founding team:



**Prateek Agarwal**   
Co-founder and Head of International Compliances

**Chartered Accountant, DISA**  
15+ years of dedicated experience in domestic and international compliances for clients across geographies as part of global consulting organisations like KPMG and iTrust



**Henna Vij**   
Co-founder and Head of Expat Experiences and Product Development

**MBA, IIM Bangalore**  
12 years of experience working for, with, and as an expatriate across KPMG, Accenture, HSBC



**Presence across all major geographies in Asia, Africa, America, and Europe**