

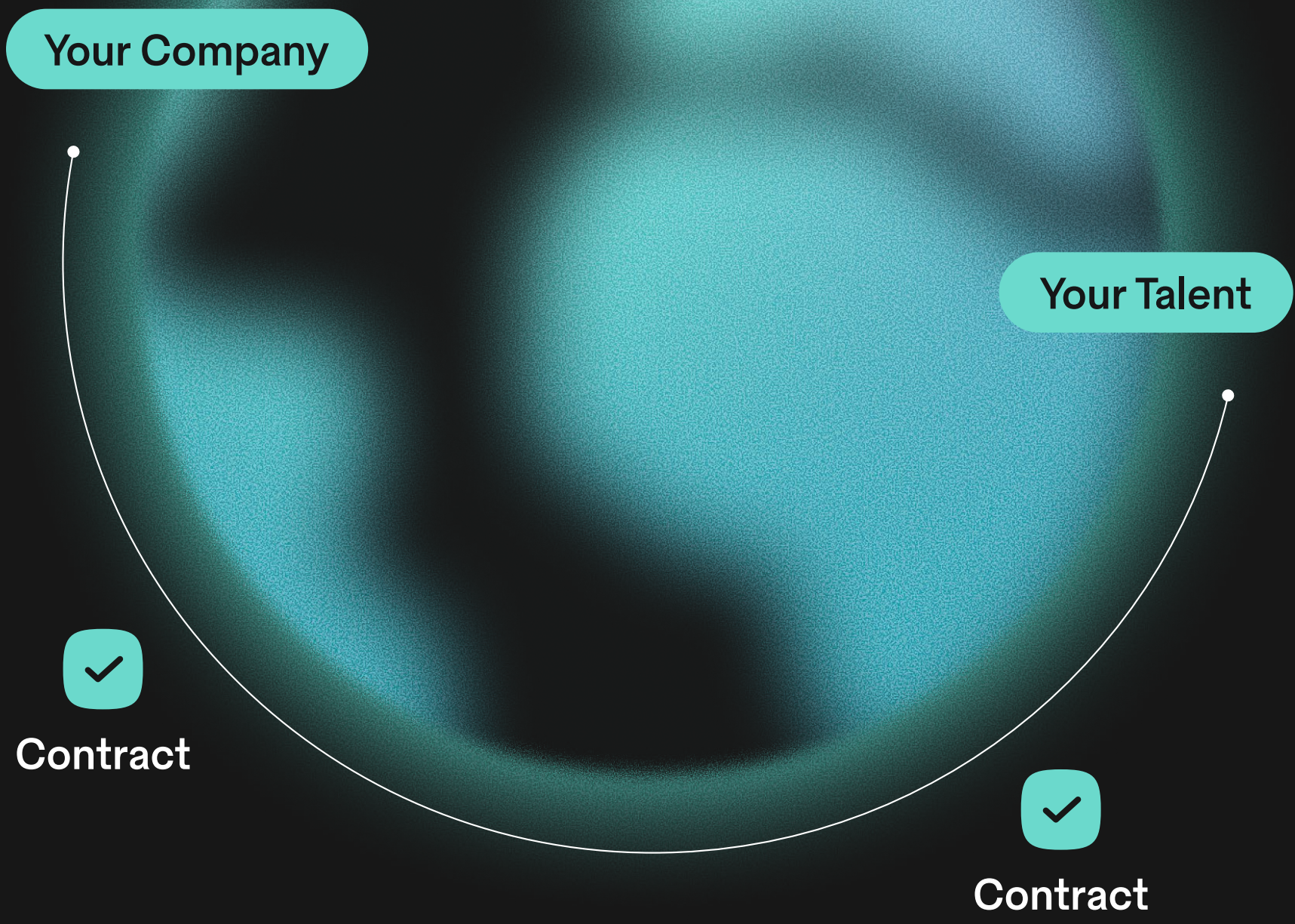


Guide

How to Hire Anywhere

Build your global team fast—and stay compliant—without setting up local entities.





What is an employer of record?

An employer of record (EOR) lets you quickly and legally hire employees in other countries without setting up a local entity.

How does it work?

You find the talent. We hire them through our legal entities. On paper, we're their legal employer, but you manage their day-to-day work.

You run your team. We handle the HR work:
onboarding, payroll, benefits, and compliance.

Why hire anywhere with EOR?

An EOR lets you easily build and manage a global workforce. And distributed teams deliver according to the 2022 State of Distributed Work Report:



95%

of employers reported
a positive impact

Source: 2022 State of Distributed Work Report

Three Ways to Hire Globally—And When to Use Each

When expanding globally, companies typically choose one of three hiring paths: EOR, setting up a legal entity, or engaging contractors. Each has its tradeoffs.



Employer of Record

- Quickly and compliantly hire in new markets
- Attract and retain top talent by offering competitive benefits
- Reduce HR burden by letting a partner support your workforce
- Hire in new markets quickly—and stay compliant
- Offer benefits that help you win and keep top talent
- Free your HR team to focus on strategy, not admin

Challenge
Finding the right EOR partner



Entity Setup

- Build long-term infrastructure in a specific country
- Handle HR, compliance, and workforce management in-house
- Works well for large local teams

Challenge
Setup and shutdown can be slow and expensive



Contractors

- Bring in specialized talent for short-term projects
- Reduce costs by not offering benefits
- End contracts easily after jobs are complete

Challenge
It's risky for long-term roles, as misclassification can lead to legal trouble.

Is EOR Right for You?

Ask yourself:

- 01** Is this a short-term hire?

03 Do you know local labor laws inside and out?

05 Can you support your talent in their time zone?
- 02** Can you commit to a market for 5+ years?

04 Can you offer locally competitive and compliant benefits?

06 Can you run payroll in multiple countries?

If you answered **yes** to every question, setting up your own entity or hiring contractors could be the right move.

If you answered **no or maybe**, then an EOR is likely the simplest way to build your global team.

Find the right EOR partner

Not all EOR providers offer the same level of services and expertise. Here's what to look for:

Partnership

Look for full-service partners who offer real support—in real time—tailored to each region. Self-serve platforms often leave you hanging when issues arise.

Cost

Hidden costs and inaccurate quotes can derail your hiring budget. Choose a partner who has clear, upfront pricing and total cost of ownership.

Compliance

Every provider promises compliance with local laws. The best ones help you avoid the legal penalties entirely, with proactive, country-specific expertise.





The world leader in EOR

Hire anywhere with Pebl

Pebl has helped over 1,000 brands hire, pay, and support their global workforces since 2014.

See how our Employer of Record offering helps you build global teams fast—without setting up entities.

[Talk to Us](#)

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