Expanding to the US: What You Need to Know

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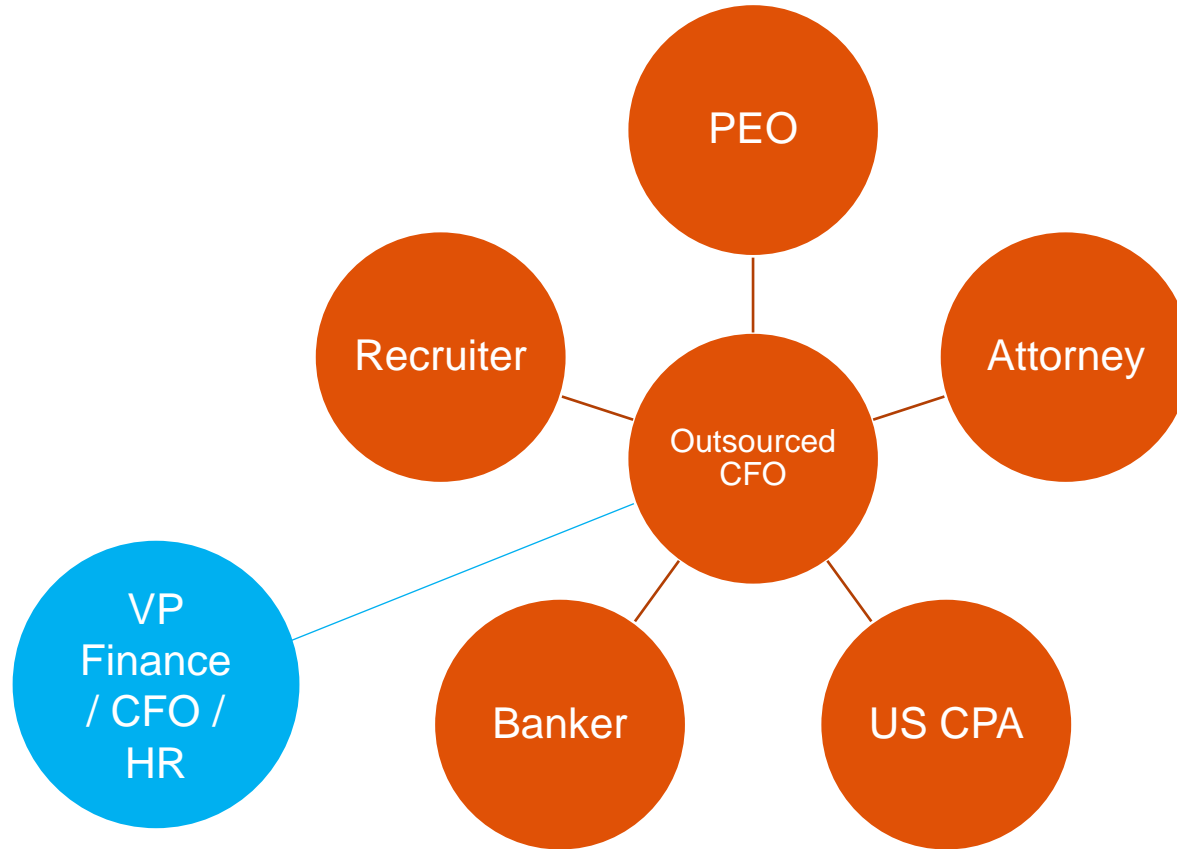**National Vice President of Strategic Partnerships**

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Agenda

1 Establishing your vendor ecosystem

2 Building the foundation to employ directly

3 Employing directly

4 Scalability for future growth

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Establishing your Vendor Ecosystem

US CPA

Registrar Agent

Attorney

Banker

P&C Insurance Agent

Bookkeeper

HR

Payroll

Compliance

Realtor/Coworking

Auditor

PEO

Life & Health Broker

Recruiter

HRIS

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Managing your Vendor Ecosystem

Building the Foundation to Employ Directly

EOR
(Employer of Record)

An organization that serves as the legal employer while the employee performs work at a different company

PEO
(Professional Employer Organization)

A full-service human resources organization that assumes and manages many employee related responsibilities and liabilities

PRO
(Payroll Only)

A third-party with no legal responsibilities that can help an employer administer payroll

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Building the Foundation to Employ Directly: Core Requirements

Incorporation
(Inc.)

Creating a new corporation under the laws of a specific jurisdiction in which you incorporate

FEIN
(Federal Employer Identification Number)

Federal Employer Identification Number also known as the Employer Identification Number (EIN) is a unique nine-digit number assigned by the Internal Revenue Service (IRS) to business entities operating in the US for the purposes of identification

Bank

Vast majority of US payroll companies require their customers to maintain a US banking relationship to safeguard against money laundering/KYC

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Employing Directly

Professional Employer Organization (PEO):

A bundled HR solution including payroll, payroll tax, workers compensation, employee benefits and HR compliance.

- Sign PEO contract
- Begin hiring immediately

Direct Employment:

Employing with a multiple vendor strategy requiring company to maintain and hold legal responsibility for employees and operations.

- Register in each state where employing
- Procure workers compensation
- Procure state disability
- Sign payroll vendor contract
- Administer and file federal and state employment documentation
- Procure healthcare

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Scalability for Future Growth

- There are over 6,000 US payroll and payroll software companies operating in the United States

- There are ~ 525 Professional Employer Organizations in the United States

- 95+% of payroll/PEO vendors in the United States service less than 5,000 works total with an average client size of less than 30 employees per company

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Scalability for Future Growth

Medical, Dental and Vision Insurance

Catered Meals and Team Outtings

Flexible Time Off/Parental Leave

Subsidized Gym Membership

Commuter/Health Reimbursement Accounts

Hybrid/Remote Work Policy

Volunteer Hours

Company Equity

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Vensure: A Vendor that Can Grow and Scale with You

2004
Year Founded

Nation's LARGEST
Professional Employer Organization

$158B+
in Annual Payroll Processing

40
Countries Serviced

50
US States Serviced

1.7M+
Worksite Employees Served

#1
Service Provider to the Israeli Ecosystem in the US

Inc. 5000
AMERICA'S FASTEST-GROWING PRIVATE COMPANIES

65
Average Client Size

DEDICATED
Service Team

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Thank you for your time

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