

How Atlas Makes Global Expansion Possible

Hiring globally presents unique challenges for companies, as labor and tax regulations are constantly evolving. Using Atlas' direct Employer of Record service, hiring and managing global employees becomes simple, streamlining the process, reducing costs by up to 85%, shortening time-to-market, and mitigating risks. **Let's explore the differences and benefits of establishing your own local entity versus partnering with Atlas as your EOR:**

	Establishing a local entity	VS	Partnering with Atlas
Cost	Total cost On average 203.000 dollars* Creating a local business entity has many costs such as fees for entity registration, which vary greatly depending on the country.		Total cost On average 31.500 dollars* When you partner with Atlas, you bypass the need to create a local business entity and most of the associated costs that come with this.
Timing	On average 20 weeks per country Setting up a local entity can be a long process in many countries, taking up to 20 weeks in some geographies.		Completion Within days With Atlas, onboarding talent can be completed in approximately 2 weeks.
Labor effort	Hiring High-skilled Staff to Run the Entity You'll need to hire staff, create local contracts, hire a local payroll provider and manage each of these processes individually and independently.		Integrated One Partner Atlas is your only point of contact, in charge of all legal, financial, payroll and onboarding matters.
Banking Obligations	Local Bank Account Required It's often a legal requirement to have a local bank account to pay employees when creating a new local entity.		Simple No Local Bank Setup With Atlas, no local bank account is needed, so there are no capital requirements and no issues with currency conversion and foreign exchange rates.
Tax Liability	Managing Tax Liabilities Creating a local entity leads to tax liabilities such as corporate income, business or VAT taxes.		Mitigate Tax Liabilities Partnering with Atlas ensures that all employment tax matters are managed on your behalf and in compliance with local law.
Compliance	Stay Up to Date With Regulation Changes Every country has a host of laws and regulations that you will need to stay compliant with.		Team of Regulation Experts With Atlas, a dedicated in-house team of experts continually monitor and adapt to changing local laws, ensuring full compliance with local regulations on your behalf.
Termination & Employment Laws	Notice Periods and Severance To avoid legal risks when terminating employees, it's vital to understand each country's specific laws on notice periods and severance.		Lawful Termination Atlas keeps you informed of the process and ensures a lawful termination.

* Atlas estimate based on costs associated with setting up and maintaining a legal entity in Germany, excluding salary. Includes executive and financial controller time, legal and compliance fees, entity incorporation, local accounting, VAT registration, payroll, pension, health insurance, and other administrative expenses. Based on a gross annual salary of USD \$50,000.

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