talentdesk

AGENT OF RECORD: WHY YOU NEED ONE

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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 when it says otherwise in the fine print.

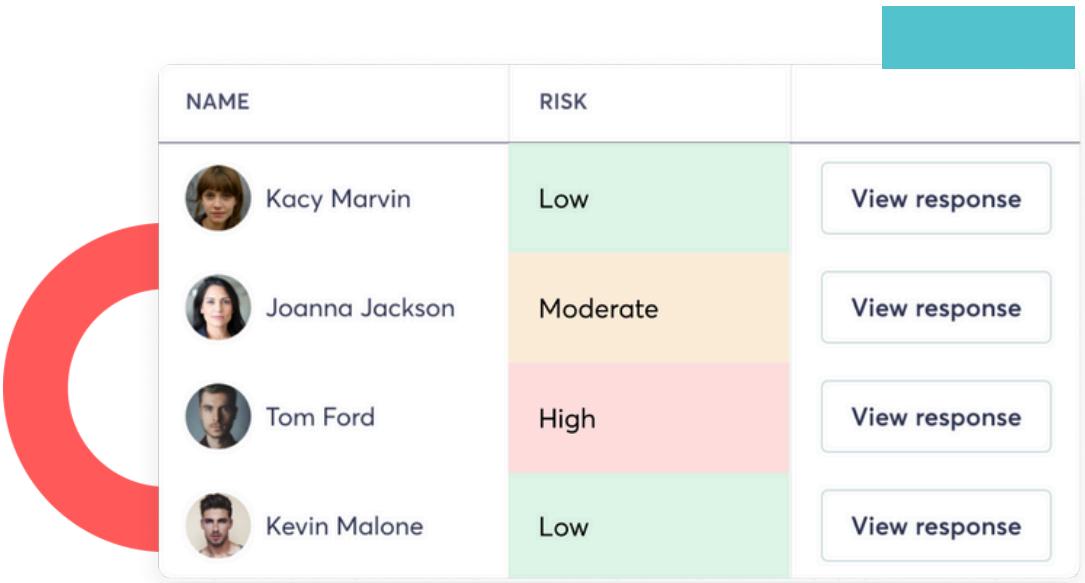
WHAT OUR AOR SERVICE OFFERS:

Classification

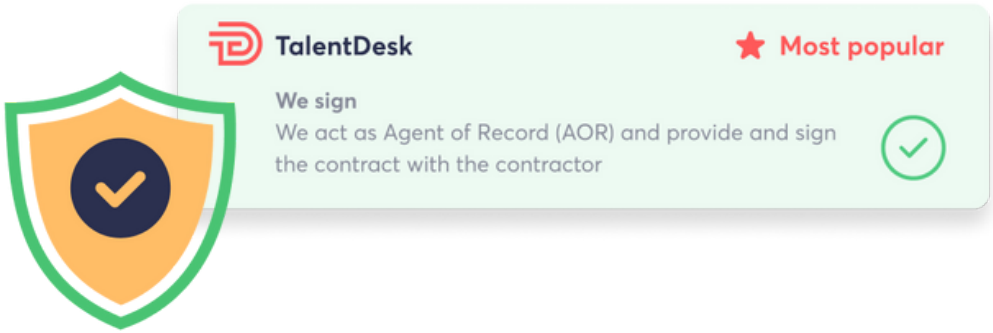
Contract Management

Compliance

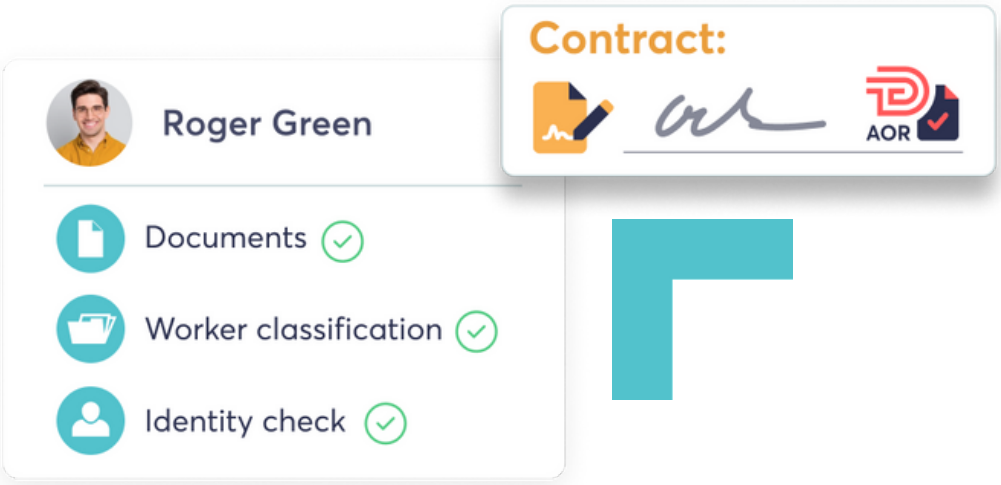
Classification assessment & cover: we pre-vet and classify each contractor with recurring assessments. We'll catalogue all documentation and flag up any misclassification risks before onboarding.



Compliance shield: our name is literally on the line instead of yours, protecting your business. In the event of a claim, we'll defend and support you with the help of our legal experts.



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



INTRODUCING AGENT OF RECORD (AOR)

Agent of Record

We sign

What's included:

- AML & KYC verification checks
- Localization of contracts (& signing)
- Local labor law classification assessment
- Consultation on tightening classification
- Legal contractual responsibility
- Global payment processing
- Fronting a legal claim (should any arise)

WHY TALENTDESK?

1. We're purpose-built for freelancer management

Our classification questionnaire will never purposely push you into expensive Employer of Record (EOR) unnecessarily. We'll assess each individual contractor and alert you to any high-risk relationships that you'd be better off re-evaluating.

2. Real shield, real assurances

Unlike other players in the market, we put our money where our mouth is. We put our name on the line as the contracting party so you can rest assured that we do care about ensuring your compliant engagement with your contractors.

3. We're committed to customer success

Our credo is "small enough to care, big enough to deliver", and we vouch to never be too big to care. Our customer success team is unmatched. We understand how mission-critical your freelancers are to your business, and we're here to help you focus on success.

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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

apartment therapy Outside Veeva EUROMONITOR INTERNATIONAL