

teamed.

Easy transition to the EOR *with human touch.*



Switching EOR? It's **easier** than you might think.

Switching global hiring providers is usually unexpected. It often happens after a disappointing experience or unmet expectations. You might worry that the process will be difficult and stressful for both you and your employees. Plus, each provider's unique approach can make it seem even more complicated.

To help, we've created **a guide that answers all your questions**. With our experienced team and smooth process, changing your Employer of Record (EOR) to Teamed is **straightforward and stress-free for everyone involved**, including employees, employers, your previous EOR, and our team.



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Why do companies **leave their EOR?**

Based on our 2024 migration insights, most companies start to look for a new provider due to a combination of factors. Most often the decision to look for a better EOR is driven due to receiving **poor customer support** (56%) or repetitive **issues with payroll** (35%) and/or **bait-and-switch pricing** (48%).

Lack of Human Interaction

Compliance issues

Poor service quality

Inaccurate & Late Payroll

Unfair & hidden Costs

Inflexibility for growth

And why do they **switch to teamed.**



We see the lack of human experience as a real issue for the EOR industry where there's a clear need for human touch and empathy. When looking at the reasons why companies switch to teamed, - the answer is clear. It's because of the #TeamedDifference and *human touch*. In fact, **75% of our customers end up choosing teamed. over competition.**

Human-centred experience

Dedicated legal support

Personal support service

Accurate & timely payroll

Fair & no hidden costs

Flexible growth solutions

From others EORs to **teamed.**

Lack of Human Interaction

In the EOR industry, real human contact is crucial. Personal connections enhance greatly the client experience.

Human-centred experience

One of our top priorities is providing exceptional support through genuine human interactions, ensuring personalized service that makes every client and employee feel valued.

Poor service quality

99% of 1 and 2-star reviews on G2 mention poor service quality, which can negatively affect employee satisfaction and operational efficiency.

Personal support service

At Teamed, our clients and each employee has a dedicated agent for guidance and support. Our 24/5 service ensures you can speak to a real person in minutes.

Unfair & Hidden Costs

Clear, transparent pricing avoids hidden fees and unexpected financial issues. Switching EORs and evaluating cost structures can save money and improve your bottom line.

Fair & no hidden costs

We promise great service and fair pricing, no more, no less. At Teamed, our rates are based on each country's operational costs, ensuring transparency from the first call.

Compliance issues

Ensuring legal compliance is critical. Non-compliance can lead to significant legal and financial repercussions.

Dedicated legal support

Our in-house legal department handles compliance issues, ensuring your business adheres to all relevant laws and regulations. This service is included in our basic price.

Inaccurate & late payroll

Consistent, error-free payroll processing is crucial for employee satisfaction and compliance. Errors can cause financial and legal challenges.

Accurate & timely payroll

Another priority for us is ensuring consistent, error-free payroll processing to enhance employee satisfaction and maintain compliance.

Inflexibility for Growth

An EOR must adapt to your global growth, managing diverse legal environments, local labour laws, and cultural nuances.

Flexible growth solutions

We adapt to your global growth by effectively managing diverse legal environments, local labour laws, and cultural nuances.

"**Supporting** our candidates was crucial. We wanted a solution that **felt like part of our team**. Teamed delivers on all fronts!"



Marta Silva

HR Business Partner Space

TEKEVER



Shivani Phull

VP of Finance & Investment

PIXELYNX

"We chose Teamed for their one-on-one relationship over other EORs. They're **always a phone call away** with invaluable advice."

Switching EORs made simple with these 6 steps

Easy transition to the EOR

with human touch

1

Evaluate

Assess the current EOR's performance and identify gaps. Consider feedback from employees and stakeholders to get a comprehensive view of the issues. We recommend you this article: [Evaluate your EOR: 9 Step Performance Check](#)

2

Select your new EOR

Research and select a new EOR that aligns with your needs and offers better service or pricing. Look for providers with a proven track record and positive client testimonials.



3

Plan the transfer

Gathering employment terms from the client ahead of onboarding and discussing details of any existing benefits & confirming total costs. In this step, please note:

Communication: Inform all stakeholders, including employees, about the switch.

Legal Considerations: Ensure compliance with local laws and understand the legal implications.

4

Hiring employees with Teamed

Once your employees have their final date with the current EOR, we can begin the onboarding process.

5

Onboarding

We arrange 1:1 onboarding calls with your employees and begin to draft locally compliant contracts.

6

Final review

We complete all remaining administrative tasks to ensure payroll and benefit registration.



Legal considerations when switching EORs.

by Joanna C., Head of Legal at Teamed.



Switching your Employer of Record (EOR) involves several legal considerations that must be meticulously addressed to ensure compliance and a smooth transition. Here's a breakdown of the critical legal aspects to keep in mind:

Review Existing **Contract**

Thoroughly review the contract with your current EOR to understand termination clauses, notice periods, and any potential penalties for early termination of the contract.

Collect Your **Deposits**

If you had paid deposits under the contract with your current EOR, make sure to claim them back once the contract is terminated.

Handle **Transition** Appropriately

Agree with your current EOR on how to compliantly transition the employees to the new EOR. If the transition involves terminating individual employment agreements with the current EOR, ensure that it is done in accordance with local laws, including providing any required notice and severance pay.

Communicate Changes Clearly

Inform employees about the transition and any changes in their employment terms and ensure they understand their rights and benefits under the employment agreement with the new EOR.





Kleodora Brahimi
HR Manager



"We swiftly sorted multiple HR **compliance** requirements challenges, and were able to onboard them **smoothly**."

"I've worked with EORs, and I have to say **this is a million times better**. It's more user friendly, more robust and I'm very happy."



Carlene Smith
Financial Controller



Your switching EORs FAQs answered

by our people ops teams at Teamed.



"At Teamed, we place your needs and the well-being of your employees at the heart of everything we do. One of the main reasons clients choose to switch to us is the dedicated support we provide."

What do you need from my employees?

We begin the onboarding process with individual calls between your employees and our team to discuss personal circumstances and address any queries they might have.

Once all concerns are resolved, employees will be asked to resign from their current EOR.

Following this, we'll prepare their contracts and send them to you for review. After your approval, the contracts will be sent to the employees for their review and signature. Once signed, everything is all set.

Can we give the employee the exact same benefits / employment terms they received from the previous EOR?



When it comes to offering your employees the same terms of employment and the same benefits, this is absolutely top of our priority.

We begin this process early, even before we start engaging with your employees. Our Operations and Legal teams consult with you to make sure everything from your employees' current contracts can be smoothly transferred to Teamed. By starting these conversations early, we ensure that all benefits are transferred seamlessly.

Starting early helps us guarantee a seamless move and a better experience for your employees as they switch to a new EOR.

Your switching EORs FAQs answered

by our People Teams at Teamed.

What does an employee **migration plan** include?

Our employee migration plan is customised for each individual, considering their unique circumstances and locations. This proactive involvement allows us to swiftly map out paths and begin crafting a plan that aligns perfectly with your needs.

To ensure this tailored approach, we start conversations with you at the earliest stage, even before you commit to Teamed. By getting involved early, we help boost confidence among our clients and their employees, guarantee that everything is covered, and facilitate a smoother transition.

How long does the migration take?

This varies, and depends on the individual circumstances.



Our migration timelines vary based on several factors, such as how quickly you need to transfer your employees or the notice period with your current Employer of Record (EoR). These details will be included in your bespoke migration plan and are discussed during the kick-off call with your dedicated Customer Success Manager.

What kind of **support** can I expect from Teamed during and after the migration?

One of the main reasons clients choose us is our dedicated support. From the first call, you'll receive personalised service not just during the onboarding and migration process, but long after. As our client, you'll have a dedicated Customer Success Manager to ensure your experience is seamless.

We also take great care of your employees. Our onboarding team supports them through their initial transition, and after that, each employee is paired with an Operations Specialist to assist them throughout their journey with us.

"We looked into competitors, the **quality and customer service** provided by Teamed so far has surpassed what others had to offer."



Anil Kumar
Partnerships



Christoph Netsch
Co-Founder



"Really great onboarding **experience**, really great sales experience. Teamed did an amazing job, liking your service so far."

Got Questions?

While our specialists will be your main point of contact, rest assured that every aspect of your employment experience is carefully managed to ensure everything runs smoothly and efficiently, from payroll to benefits.

For more questions, contact our specialists at:

sales@teamed.global

