

# Professional Employer Organization Services

## Introduction

Professional Employer Organization services (PEO) is an efficient and cost-effective method for foreign investors to enter emerging markets quickly. A co-employment model, PEO helps companies quickly expand their presence in multiple locations with reduced overhead and mitigated risk, enabling companies to hire talents anywhere without the hassle of handling day-to-day HR operations.

Dezan Shira & Associates and its experts can help clients stay in compliance with a variety of HR & Payroll legislation and accelerate their growth across Asia.

## Key challenges

Asia has become one of the most active and prosperous markets in the world, however, the development of countries in the region is uneven given the difference in population, social structure, and geography. Moreover, regulations vary widely from country to country creating enormous challenges for companies looking to enter and do business in the region, especially when it comes to international talent acquisition, strategic expansion, and cross-border collaboration.

### Constraints of traditional global expansion

For businesses exploring the Asian market, operational agility is often a key determinant of success. Before committing to a long-term investment in a new market, companies need an agile approach to test foreign markets and must be able to quickly pivot when business or societal conditions change.

Traditionally, establishing or expanding a presence overseas requires that a company be established as a corporation, find local talent, and then navigate local regulations and other aspects of operations. This strategy can involve a prolonged incorporation process and heavy investment costs. For those simultaneously operating in multiple international markets this conventional expansion model is unsustainable for supporting quick growth. This model can also inadvertently trigger Permanent Establishment (PE) status subjecting companies to unexpected tax liabilities.

### Diversified legislation in Asia

Employment legislation in Asia is complex and can vary drastically between countries, making it difficult to efficiently manage the entire employee lifecycle. Companies without on-site HR and payroll specialists face compliance risks, and foreign managers and headquarters often get bogged down by complicated employment laws, income tax requirements, social security obligations, and immigration procedures.

### Global mobility challenges in post-pandemic markets

It can be costly to relocate expatriates to foreign countries and provide benefits and salaries consistent with those in their home countries. With the onset of the pandemic, companies have worked to adapt to unprecedented situations dealing with challenges such as travel restrictions and unexpected healthcare costs. Business globalization methods need to be flexible and access to affordable remote talent hiring solutions is essential to internationalizing operations.

## How we can help

By choosing our PEO services, companies can reduce their burden of complex HR administration responsibilities and focus on what matters most – their core business operations. With offices in multiple Asian countries and a large global network of trusted partners, we can help clients with all aspects of their HR management including payroll processing, onboarding, recruitment, benefits management, and HR solutions.

### HR Outsourcing and Compliance

Through the PEO co-employment model, Dezan Shira and its branch offices in Asia can hire and manage employees on behalf of our clients in multiple Asian countries. We take responsibility for your day-to-day employee management throughout the employee life cycle. Our certified HR and legal specialists keep you up-to-date with HR regulations and in compliance with the ever-changing rules.



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Your Partner for Growth in Asia

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## Payroll Processing

Powered by asiadmin, our cloud-based HR software solution, we streamline and automate the payroll process for all of your locations across Asia, regardless of differences in time zones, currencies, tax rates, and compliance requirements. We can provide integrated payroll services tailored on a case-by-case basis based on each client's needs including attendance, leave and OT management, and statutory and customized reports.

## Benefits Administration

The majority of Asian countries require companies pay statutory social security for their employee with many companies offering supplementary benefits to increase talent retention. Partnering with trusted insurance companies, we assist clients with structuring comprehensive employee benefits to retain their top talent.

## Recruitment

We have a dedicated team of recruitment specialists who assist with all aspects of the international recruitment process.

Our team customizes the recruitment process for each client and assists with resume screening, salary benchmarking, background checks, and more. In addition to conducting general in-depth candidate searches, our consultants specialize in specific industries allowing companies access to top performing executives within their targeted industries.

## Why Dezan Shira & Associates

Dezan Shira & Associates has a highly experienced team of HR and legal experts offering multi-lingual support across Asia. With 35 offices in the region and a large partner network, we can help clients find the talent they need without first requiring entity set up in new markets.

We provide a wide range of services including recruitment strategy and visa and immigration support to support your global expansion. By choosing our PEO services, no matter the size of your company, from startups to Fortune 500, you will have peace of mind that your HR administrative work is taken care of properly and in compliance with Asia's regulations.

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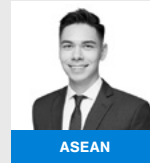


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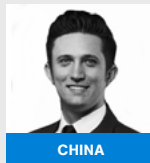


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> Recruitment and PEO  
> Technology

> Due Diligence  
> Mergers and Acquisitions  
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