



LightsourceGlobal

A Vensure Employer Services Company

CASE STUDY

Solutions for Domestic Businesses Expanding Into Other States

Overview

A Hawaii-based company with 120 employees needed solutions for adding three workers in the continental U.S. and required help securing robust benefits equal to those offered in the Aloha state.

Strategic Solutions

Through its Employer of Record (EOR) service, Lightsource Global provided a creative solution to employ the three new team members on the mainland and – as the Hawaiian company wanted – left the remaining 120 employees' benefits unchanged. The company's newly hired employees were happy and received comparable health benefits and a safe harbor 401(k) plan. There was no need to file for another employer identification number (EIN) and benefits enrollment was quick and efficient.

On paper, Lightsource Global became the worker's legal employer while the Hawaiian business remained the decision-maker for the day-to-day operations and the employees' tasks.



Partnering with an EOR that delivers the level of expertise and white glove service that Lightsource Global provides freed this company from worrying about creating offer letters, employees being paid on time, or tax deposits and filings.

By using Lightsource Global as its EOR, this company stayed compliant with local, state, and federal regulations while meeting its goal of providing desirable health, retirement plans, and additional top benefits to its mainland team.

Conclusion

Enjoying the agility of an experienced leader in EOR service allowed this domestic, yet offshore company, to smoothly expand into a new state. Working with Lightsource Global offered an innovative solution for this company to attract talent with equitable and attractive benefits regardless of their physical location.