



**LightsourceGlobal**

A Vensure Employer Services Company

## CASE STUDY

# Answers for Global Companies Wanting to Attract U.S. Employees

### Overview

Expanding business into the U.S. market is exciting but going it alone can be overwhelming. Global employers oftentimes struggle with establishing a physical location, opening bank accounts, and filing for an employer identification number (EIN) to employ talent. The ability to offer attractive benefits to entice workers to join a company is also a big challenge. To avoid the expense, hassle, and time needed to accomplish all that, international employers can reduce the complexity of expanding by turning to Lightsource Global as their U.S. business partner.

### Strategic Solutions

Lightsource Global offers an innovative approach with its Employer of Record (EOR) service. They provide lightning-fast solutions that allow international companies to onboard U.S.-based employees in as little as two weeks. Hired under Lightsource Global's EIN, new U.S.-based team members are quickly set up with the payroll and human resource needs required to join a global business.



On paper, Lightsource Global becomes the team's legal employer while the overseas business retains the decision-making for the work being done.

Working with Lightsource Global gives businesses the edge over other international companies that choose to handle their administration and benefit procurement on their own. U.S.-based talent — especially in a highly competitive market — wants to work with dynamic employers who can provide top-tier health benefits, retirement plans, and other specialized benefits.

Lightsource Global delivers deep expertise and white glove service. U.S.-based hires are paid on time and in compliance with all local, state, and federal laws. As the legal entity, all aspects of hiring and termination are handled by Lightsource Global. EOR services like this are a better allocation of time and assets for businesses that don't have the bandwidth or desire to hire human resources or accounting staff.

### Conclusion

Retaining the know-how of a proven EOR service leader like Lightsource Global allows many international companies to expand into the U.S. with ease. Working with them gives global businesses a highly effective solution for attracting and retaining skilled U.S.-based workers. They remain competitive in hiring sought-after employees with compliant processes and seamless onboarding.