



PeopleLogik

From The Briars Group

**INTERNATIONAL
SECONDMENT
SERVICES**



The past decade has seen a massive take-up of Professional Employer Organizations [PEO] with more than 3 million employed through this route in the US alone.

In the US, those using PEO adopt shared employment arrangements with the PEO and effectively outsource their people for payroll, HR and benefits management with the Corporate retaining all remaining compliance.

In an era of ever increasing compliance of payroll and benefits, the option to use PEO is clear.

But what happens when you want to replicate this approach outside of the US?

Can you create **shared employment**?

In short - **No!**

So - what can you do?...



Employing folks located outside the US means that, depending upon what they do, you will create a presence – sooner or later.

Presence – just a few implications (not exhaustive)

- Local country corporate entity
- Statutory filings
- Local corporate taxes
- Local compliance for employees – payroll taxes and benefits
- Corporate Insurances
- Transfer Pricing Agreements
- Local Banking Requirements
- Local resident directors
- Placing US corporate financial information on open registers
- Professional fees
- Direct exposure to local country liability
- Costs and complications of closure



LET'S KEEP IT SIMPLE...

PeopleLogik is an intrinsic part of The Briars Group and has been a core business solution for our US clients for over 15 years. However, we only began our journey to offer this solution to a wider US audience in 2018 with the opening of our first physical site in New York as we seek to expand in your amazing country!

There is more about Briars at the end of this booklet but let's focus on what we can bring to your table.

Through **PeopleLogik**

- We are (or will be) already on the ground in your chosen territory
- We employ the folks directly and exclusively
- There is no shared employment
- You can test the market and move forward with your plans
- These are our folks so we are liable – not you
- You leave no employment footprint
- You are protected from direct risk
- You can exit the territory quickly and simply

Note that our tax specialists will monitor your commercial activities and flag up if and when you need a taxable presence. Until that time, PeopleLogik is effective in extending your foray into new markets.



SO WHY USE US?

With over 25 years of international experience in providing local country compliance for our US clients across many countries we focus on ensuring that you remain

- compliant
- low risk
- prepared for due diligence
- with a happy workforce

By using **PeopleLogik** we ensure that you maintain

- a seamless, effective business solution
- one-stop solution for your overseas endeavours
- rapid start-up and shut down
- zero employer liabilities
- zero headcount
- zero local compliance



AT A GLANCE...

The main differences

| | Traditional PEO | PeopleLogik |
|--|-----------------|-------------|
| Shared Employment | ✓ | |
| Sole Employment | | ✓ |
| Increasing Headcount | ✓ | |
| Zero Headcount | | ✓ |
| Local Country Employees | ✓ | |
| No Local Country Employees | | ✓ |
| Provision of Benefits, Payroll and HR management | ✓ | ✓ |
| No Tax Presence Monitoring | ✓ | |
| Tax Presence Monitoring | | ✓ |
| Limited Local Country Cost Center Services | ✓ | |
| Full Local Country Cost Center Services | | ✓ |
| Full Exposure to Taxable Presence | ✓ | |
| Minimal Exposure to Taxable Presence | | ✓ |



FANCY A CHAT?...

We would love to talk through your questions and concerns with you and to help you to shape your thoughts.

Whether you are looking to step into a new territory or to cut your costs – just drop us an email.

Our teams on the ground comprise of experienced professionals across HR, tax, legal, banking and accounting and over the last 25+ years we have built up a substantial knowledge bank.

Please reach out to us at:

peoplelogik@briarsgroup.com

Or call us in the UK on:

+44 1483 413400 and ask for the **PeopleLogik** Team!

WHO ARE BRIARS?

We are the preferred team to support entrepreneurial businesses and corporate enterprises with international requirements.

Since 1991, we have provided high-quality services across the fields of People, Finance, Tax and Administration.

We offer a seamless turn-key compliant solution tailor-made to fit your needs so that you can focus on business objectives.

We love our clients and what they do, and hopefully you will enjoy working with us. So far, more than 1,000 clients located across the globe have been witness to decades of proven support, the Briars' way.

The Briars Group Ltd

Oak House, Tanshire Park,
Shackleford Road, Elstead
Surrey GU8 6LB, UK

Tel +44 (0) 1483 413 400

33 St. James's Square
London SW1Y 4JS

Tel +44 (0) 207 129 1109

45 Rockefeller Plaza
New York
NY 10111 USA

Tel +1 212 332 1615

www.briarsgroup.com
peoplelogik@briarsgroup.com



Registered in England & Wales Number 3355064

