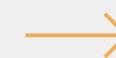




# SCALING A SUSTAINABLE DISTRIBUTED WORKFORCE





A person is seen from behind, sitting at a desk and working on a laptop. The laptop screen displays a website with a handshake image and the text 'DIVENTA SOCIO'. The background is a bright, out-of-focus window.

# Larger businesses are expanding exponentially by engaging a global workforce.

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A GLOBAL TEAM IS A LOT EASIER TO ACCESS THAN YOU THINK.

We have specially prepared this guide to outline the benefits of an international team, and show you how you can onboard your distributed employees compliantly.

# WHAT ARE THE **BENEFITS** OF HIRING INTERNATIONALLY?

## POWERHOUSE TEAM

01

Looking to onboard top-tier talents to grow your business? These talents may not be just found locally. By sourcing on a global scale, your talent pool becomes way richer.

## DIVERSE THINKING

02

Employees from all over the world not only bring different skill sets but new perspectives to your team. This could add to your work culture, innovation, and business growth.

## INCREASED PRODUCTIVITY

03

By hiring outside your team zone, you can cover a 24 hour period to support your customer base without having your team members work awkward hours.

## OPERATION COST

04

With a global workforce and the right team collaboration tools in place, you will be able to scale down your real estate footprint, cut away major costs, thus increase your profits.

## MANPOWER COST

05

Hiring in emerging markets could significantly lower manpower cost, allowing you to allocate more funds to other channels to generate more revenue for your business.

## LOCAL MARKET KNOWLEDGE

06

Expanding your business into a new market can be incredibly challenging without local knowledge. Your global employees can help you overcome language and cultural barriers.

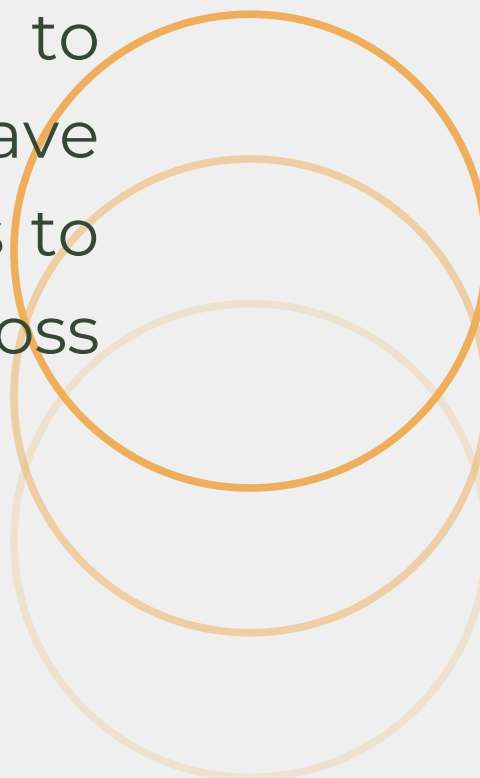
**Bureaucracy** has traditionally made it hard for companies to hire internationally.

### THE EXPENSIVE ROUTE

Companies go through the hassle of incorporating in multiple countries while very often lacking complete knowledge of new markets.

### STRESS OF COMPLIANCE

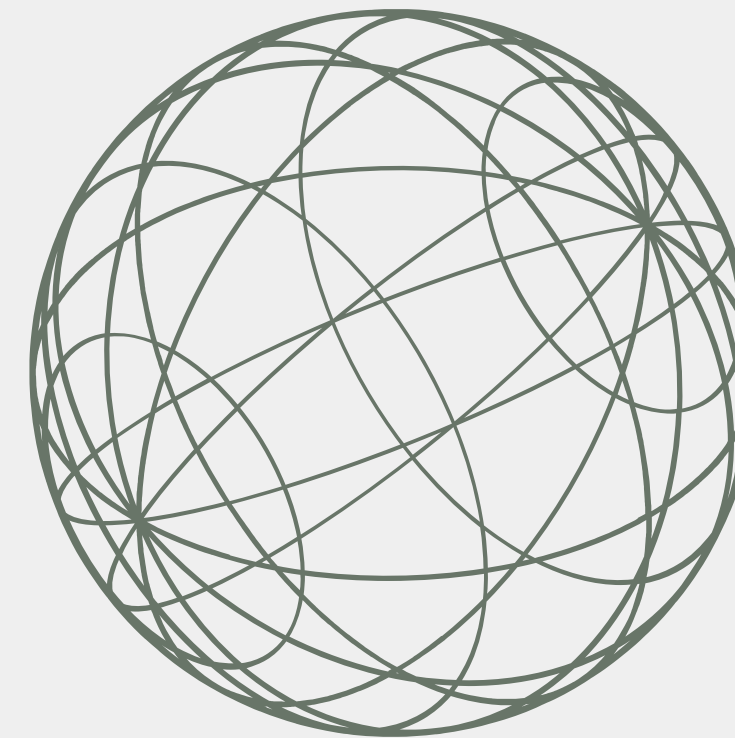
With each new market, it means new corporate and labor laws to adhere to, Businesses will then have to allocate additional resources to maintain compliance across different markets.



With Worknetics you can easily onboard new employees in any timezone, manage company compliance (including payroll and benefits), and execute background checks.

International companies, startups, and software development firms use Worknetics. Our customers are growing much faster than they were able to before choosing us as their solution for managing compliance, HR, and payroll.

We re-architected the staffing industry around modern business needs: transparency, open and direct communication, and efficient onboarding and offboarding.



# **MANAGE YOUR GLOBAL WORKFORCE**

We make managing your global workforce easier, faster, and more economical.

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# WORKNETICS

## EMPLOYER OF RECORD SERVICES

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### ONBOARDING

We will finalize the contracts for each employee and have them registered for payroll.

### INVOICING

You'll receive one invoice every month detailing the employment cost for your distributed team.

### PAYROLL

We ensure your global employees get paid on time and all statutory obligations are met every month.



With  
**Worknetics,**  
you'll have  
direct access  
to talent in 12  
markets in  
Asia.

SINGAPORE  
VIETNAM  
INDONESIA  
MALAYSIA  
PHILIPPINES  
INDIA  
THAILAND  
TAIWAN  
MYANMAR  
JAPAN  
SOUTH KOREA  
CHINA



# WHY WORKNETICS?

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How do we stand out from multiple other EOR solutions providers coming out to offer their self-serve tech platforms and coverage of 100+ markets?

To us, technology is great (we are tech-enabled ourselves), but a high level of customer service is Our Main Priority!

As an Asia Focused EOR provider with our very own entities in the various markets, we are not only able to Guarantee Compliance, Respond Faster but most importantly offer Affordable Rates!

You also have access to our in-market experts who are able to advise you on how to navigate nuances when expanding into new markets and to ensure your team is always compliant with new market updates.



## **JOB POST OPTIMISATION**

Our value added service to meet your global recruitment needs. Combining our in-market knowledge, and keyword optimization through an augmented writing platform, we enhance your JDs, making them stand out. We then have your JDs posted directly on job portals in markets you are interested to hire in for you to receive applications directly in your inbox at no additional cost!

**NEED HELP** **SOURCING TALENT GLOBALLY?**

## **RECRUITMENT PARTNERS**

We put you through with our in-market recruitment partners that shortlist candidates based on your JD at competitive fees which is only possible through our global network.



# ONBOARD YOUR GLOBAL WORKFORCE TODAY!

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SPEAK TO OUR SPECIALISTS WHO CAN TALK YOU THROUGH THE  
BENEFITS FOR YOUR BUSINESS.

