Do You Need an Employer of Record?

A practical checklist for HR and finance leaders who want to grow without the risk.

LAKESHORE TALENT
FIND YOUR PEOPLE

Growing Your Business Shouldn't Give You Headaches

Every organization reaches a point where growth outpaces infrastructure. You're hiring fast, expanding into new markets, or building remote teams.

Great news, but the administrative workload keeps piling up. Payroll, compliance, benefits, and onboarding get increasingly complicated to manage, and small mistakes could become costly.

Employer of Record (EOR) can be the cure for growing pains. An EOR legally employs your workforce on your behalf, handling all the administrative details while you focus on running the business.

Is it Time for You to Try EOR Services?

Use this checklist to see if your company is ready to partner with an EOR.

1. Signs You're Outgrowing Your Current Structure
(Is your HR or finance team stretched too thin?)

You might need an EOR if:

- ☐ You're hiring in states where your company isn't registered to do business.
- ☐ Your HR team is overwhelmed by onboarding, payroll, and compliance tasks.
- ☐ Payroll and benefits take longer to manage every month.
- ☐ You've delayed hiring because you're unsure how to stay compliant in new markets.
- ☐ Your organization is entering new states or countries but doesn't have local infrastructure.

Check Your Results: If two or more of these apply, your growth is outpacing your internal systems. An EOR can bridge that gap quickly.

2. Compliance and Risk Red Flags
(Are you confident your company is protected?)

You might need an EOR if:

- ☐ You've had to manage unemployment or workers' comp claims in multiple states.
- ☐ You're unclear on how to classify 1099 contractors correctly.
- ☐ You've struggled with ACA or benefits compliance.
- ☐ You've faced questions about I-9s, payroll taxes, or eVerify documentation.
- ☐ You're unsure how to navigate local employment laws across multiple regions.

Tally Your Checks: If you checked two or more, an EOR can centralize responsibility and reduce risk.

3. Growth and Expansion Goals
(Can your structure keep up with your plans?)

You might need an EOR if:

- ☐ You're a startup or private equity-backed company planning rapid expansion.
- ☐ You want to hire in new states or countries without creating new entities.
- ☐ You're preparing for a sale, merger, or IPO and need a clean employment structure.
- ☐ You're launching a new business line or market pilot and need staff fast.
- ☐ You want to build a flexible workforce that scales up or down by project.

How to Interpret This: Each item checked represents an opportunity to grow faster without added risk.

4. Cost and Efficiency Factors
(Is administrative work slowing down your momentum?)

You might need an EOR if:

- ☐ Payroll, benefits, and tax filings consume too much internal time.
- ☐ You manage multiple vendors for HR and compliance.
- ☐ You've missed deadlines due to onboarding bottlenecks.
- ☐ You've lost candidates because onboarding takes too long.
- ☐ Your finance team spends more time reconciling payroll than analyzing results.

What Your Answers Say: When efficiency drops and admin costs rise, an EOR can consolidate processes under one expert partner.

5. Employee Experience and Retention
(Are your temporary or contract workers engaged?)

You might need an EOR if:

- ☐ You rely on contingent or project-based workers who expect benefits.
- ☐ Contractors ask about PTO, health coverage, or retirement plans.
- ☐ You've lost good workers because of inconsistent communication or unclear employment terms.
- ☐ You want all employees—permanent or temporary—to feel supported and valued.

It All Adds Up: Satisfied, well-supported employees stay longer. Lakeshore provides full benefits, PTO, and ACA-compliant coverage to every person on assignment.

The Lakeshore Talent Difference

When you partner with Lakeshore Talent for EOR services, you gain a team that understands how to scale responsibly and compliantly.

Why Companies Choose Lakeshore:

- **Fast:** Launch EOR services in as little as two days.
- **Trusted:** Over 25 years in staffing and compliance management.
- **Proven:** 60% placement success rate vs. the 45% industry average.
- **Tenured team:** Long-term recruiters and account managers with deep market knowledge.
- **Comprehensive benefits:** PTO, ACA-compliant health insurance, and more for every employee.
- **Certified and experienced:** Woman-owned, WBENC-certified, and operating nationwide.

Time to Take Action: If you value speed, precision, and partnership, Lakeshore offers the support and stability your team needs.

Final Assessment
(How ready are you for an EOR partnership?)

Count the boxes you checked above.

0–3 boxes: You're managing well for now but review your processes before expansion.

4–7 boxes: Growth and compliance are starting to strain your team. An EOR could prevent costly missteps.

8 or more boxes: You're likely ready to partner with an Employer of Record today.

Ready to Scale Without Setbacks?

Lakeshore Talent helps businesses hire anywhere and comply everywhere.

From Denver to Chicago and beyond, we handle the legal, administrative, and compliance details so you can focus on building your business.

Schedule a Consultation

About Lakeshore Talent

Lakeshore Talent is a woman-owned, WBENC-certified staffing and recruiting firm with more than 25 years of experience helping companies grow with confidence. Our Employer of Record services simplify compliance, payroll, and benefits for organizations in the U.S. and worldwide.

Find Your People.
We'll handle the rest.

LAKESHORE TALENT
FIND YOUR PEOPLE

www.lakeshoretalent.com

Denver 303-483-1100 **Chicago** 312-251-7575