

# Employer of Record

Ensuring Compliance  
When Hiring Contingent  
Talent in Europe



# Welcome



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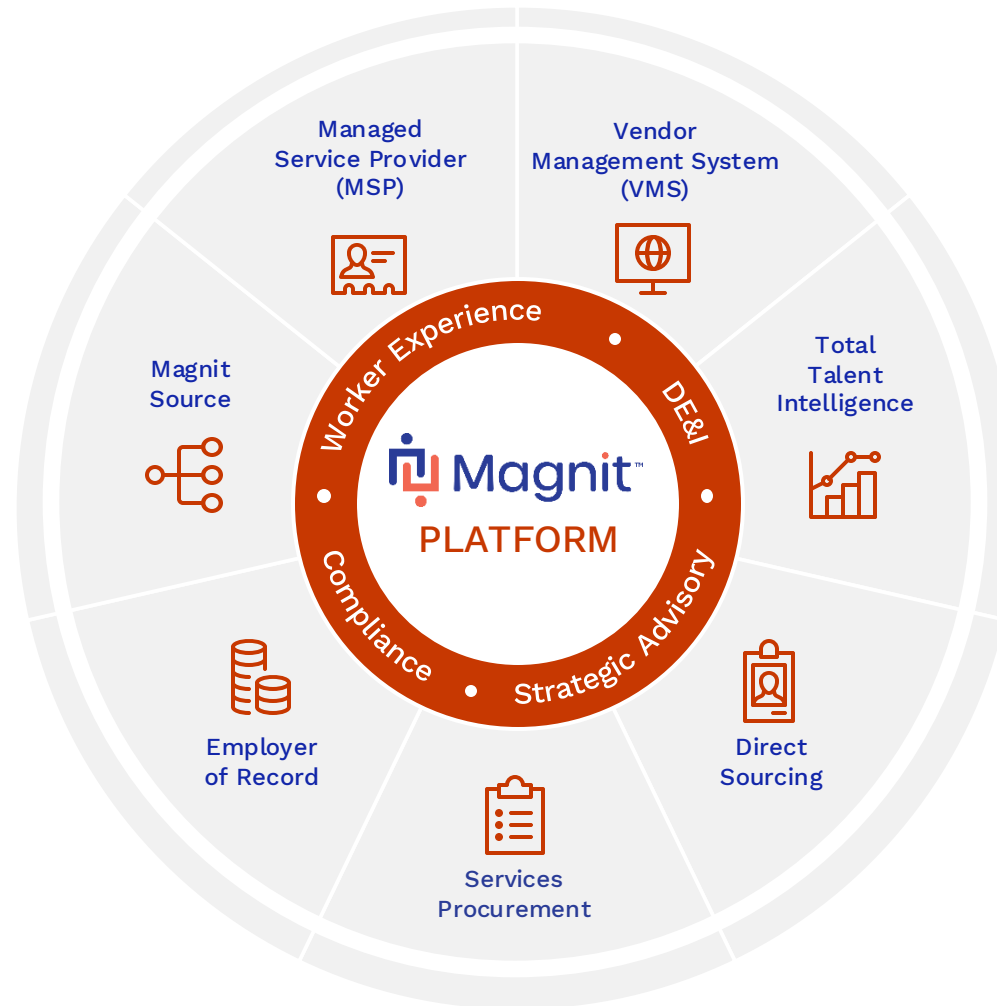
# Magnit's Integrated Workforce Platform

Where technology **meets talent**

End-to-End  
Visibility via Single  
System of Record

Providing Access to  
Top Talent Across All  
Channels

Powered by Real-  
Time Data &  
Intelligence



# Taylor Wessing at a Glance

Leading international full service law firm.

Profound industry know-how through longstanding relations to leading industrial companies.

Strong presence in Asia through our leading China practice with representative offices in Beijing and Shanghai and offices in Hong Kong and Seoul.

In other jurisdictions we have an international network of selected and well-proven partner law firms.



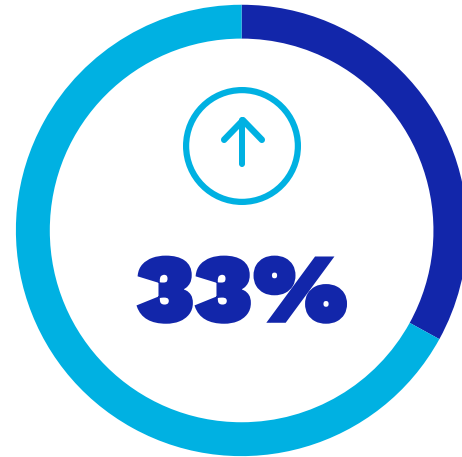
Comprehensive and practical advice on all issues of national and international business law.

Over 1,200 lawyers in currently 28 offices in Europe, the United States, the Middle East and Asia, including our co-operation in South Korea.

Expert teams focused on other key economic regions such as Brazil and India.

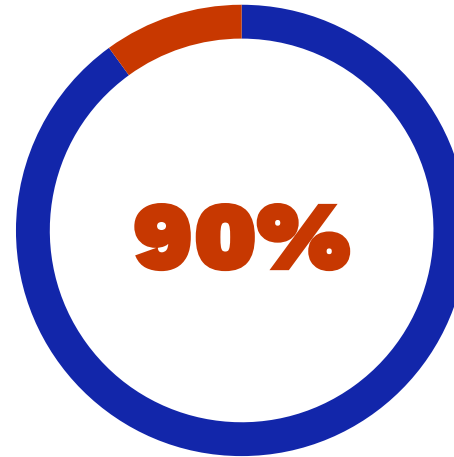


# Global Macro Trends



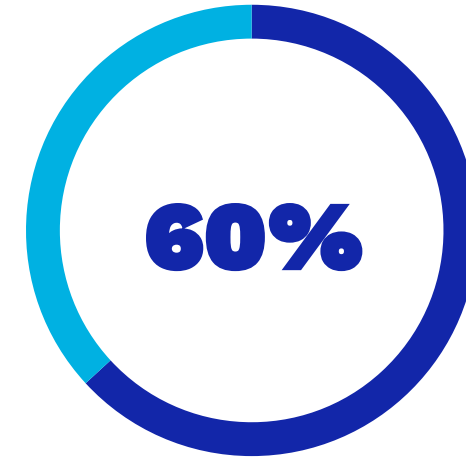
increase of global investment in European regions

*McKinsey*



of global organizations believe they will have a meaningful skills gap in the coming years

*McKinsey*



of global HR leaders anticipate flat or decreased budgets

*Gartner*

# European Legislation Trends



High degree of regulation,  
particularly in relation to  
flexible / contingent  
workforce



High administrative effort  
for companies  
(ESG framework)



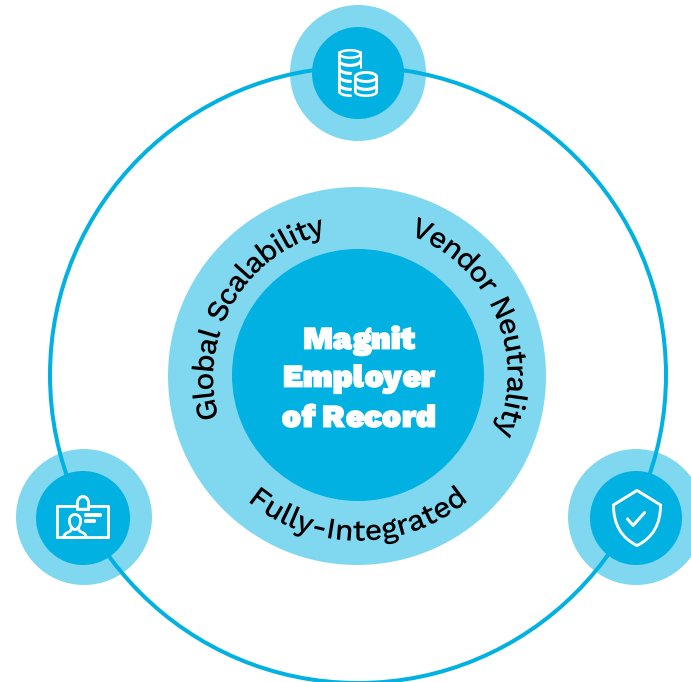
High protective standard  
for workers and worker  
representative bodies  
(e.g., directive on  
whistleblower protection)

# Employer of Record

## Compliance

Managing risk involved with invoicing clutter and providing better visibility into your workforce and compliance

**Talent**  
Ensuring proper worker classification



## Employer of Record

partner that assumes the responsibility of ensuring compliance with local labor laws, providing payroll and worker benefits, and risk management



Question

1

## **USE CASES & CHALLENGES**

**What are common use cases and challenges that lead to a need for an EOR?**



Question

2

# REGULATORY LANDSCAPE

**What are some differences  
across European legislation?**

Question

3

## **CUSTOMER EXAMPLES**

**Can you give us an example of a customer who used Magnit as an employer of record and how they benefitted from it?**



Question

4

## **OUTLOOK**

**What can companies do in the future to find the right talent in Europe and mitigate risk?**

# Q&A





# Thank You!



TaylorWessing

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