

Employment Models: Key Considerations

Considerations →	Legal	Cost	Trust	Governance
Model ↓				
Employer of Record	Adhere to labor laws, tax regulations, insurance and contract terms when using EOR	Service fees, benefits, and compliance expenses impact cost when using EOR	Reputation, experience, and client reviews are vital trust considerations when using EOR	Service agreements, legal compliance, employee insurance, and communication are governance considerations for using EOR
Independent contractors	Contractual agreements, classification, and tax compliance are crucial when using independent contractors	Hourly rates, contract terms, and project scope impact cost when using independent contractors	Past work, references, and communication skills are essential trust considerations for independent contractors	Contractual terms, work quality, moonlighting, and compliance are governance considerations for independent contractors
Freelance Workers	Contractual agreements, classification, and payment terms are vital when using freelance workers	Hourly rates, project scope, and additional expenses affect cost when using freelance workers	Portfolio, reviews, and communication are vital trust considerations when using freelance workers	IP ownership, confidentiality, dependability, and work quality are key governance considerations for freelance workers