TurnKey Tech Staffing Unveils a Game-Changing Approach to Employer of Record (EoR) Services for Offshore Tech Staffing

New Dual EoR Offering Gives Clients Unmatched Flexibility and Control Over Their Offshore Tech Teams

MENLO PARK, CA, UNITED STATES, April 1, 2025 /EINPresswire.com/ -- TurnKey Tech Staffing has introduced a new two-tiered Employer of Record (EoR) service designed to give companies greater control over their offshore tech teams. The approach, which includes EoR Standard and EoR Performance, is an innovative solution to EOR services that goes beyond basic coverage of payroll and compliance. TurnKey's model prioritizes both operational efficiency and long-term workforce stability – a unique combination never before seen in this market.

> " Clients constantly complain that existing Employer of Record services are one-size-fits-all even though each company is inherently unique."
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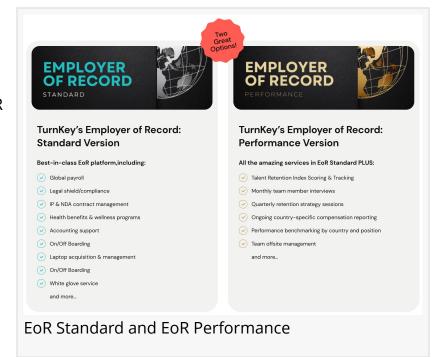> *Sterling Lanier, CEO of TurnKey Tech Staffing*

Employer of Record (EoR) services have become a widely used solution for companies hiring offshore talent, offering a way to manage payroll, compliance, and legal requirements without setting up a foreign entity. However, many businesses find that traditional EoR services fall short when it comes to flexibility, control, and long-term team stability.

One of the biggest challenges companies face with standard EoR platforms is their rigid, inflexible structure.

While these services handle payroll and compliance, they often lack the customization needed to align with a company's culture, retention strategies, and operational priorities. Additionally, offshore teams experience higher turnover rates when EoR providers fail to offer proactive talent management, leaving businesses scrambling to replace key software developers.

Recognizing these gaps, TurnKey Tech Staffing has developed a new dual-model EoR solution that gives companies more control over their offshore teams. The two options — EoR Standard and EoR Performance — allow businesses to choose the level of support that best fits their needs.

> EoR Standard covers the fundamentals: global payroll, legal compliance, intellectual property protection, and streamlined onboarding/offboarding. It provides a hassle-free way to expand offshore teams while ensuring full compliance with local labor laws.

EMPLOYER OF RECORD STANDARD

TurnKey's Employer of Record: Standard Version

Best-in-class EoR platform, including:
- Global payroll
- Legal shield/compliance
- IP & NDA contract management
- Health benefits & wellness programs
- Accounting support
- On/Off Boarding
- Laptop acquisition & management
- On/Off Boarding
- White glove service
    and more...

EMPLOYER OF RECORD PERFORMANCE

TurnKey's Employer of Record: Performance Version

All the amazing services in EoR Standard PLUS:
- Talent Retention Index Scoring & Tracking
- Monthly team member interviews
- Quarterly retention strategy sessions
- Ongoing country-specific compensation reporting
- Performance benchmarking by country and position
- Team offsite management
    and more...

Two Great Options!

EoR Standard and EoR Performance

> EoR Performance builds on the Standard model by introducing a structured talent retention program. This includes TurnKey's Talent Retention Index, monthly engagement check-ins, and quarterly compensation benchmarking to help businesses reduce churn and keep developers motivated.

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About TurnKey Tech Staffing:
TurnKey Tech Staffing is the #1 offshore tech staffing firm that helps clients find, pay and retain the Top 3% of software development talent in Eastern Europe and Latin America.

More specifically, TurnKey Tech Staffing is the only company in its category that delivers the four most important pillars of offshore hiring success:
- We recruit developers from scratch for each client so there is always a perfect fit.
- We offer a world-class talent retention program that reduces developer churn by more than 80%.
- We have total price transparency about all salaries and fees so that clients are always in control of their team's compensation.
- We have the industry's most comprehensive Employer of Record service that eliminates all administrative complexity and legal risk for clients.

Sterling Lanier
TurnKey Staffing
+1 310-699-6884
email us here
Visit us on social media:

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