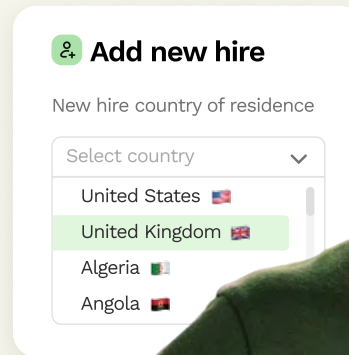
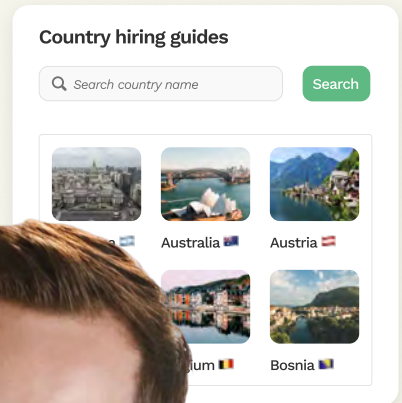


Oyster

THE EOR COMPARISON CHECKLIST

How to Choose the Right Employer of Record





Introduction

Hiring globally isn't just a legal exercise—it's a people commitment.

The right Employer of Record should help you grow confidently by offering proactive compliance, human support, transparent pricing, and technology that makes global employment feel simple, not stressful.

This checklist will help you compare providers across six essential areas: compliance, employee experience, technology, pricing, support, and scalability. By centering your decision on trust, transparency, and real expertise, you can find a partner that will help you hire and care for your talent—no matter where they are.

01.

Compliance & legal



Look for an EOR that treats compliance as a proactive, expert-led discipline rather than a box-checking exercise. The right partner keeps you ahead of regulatory changes specific to your region, protects your team with rigorous standards for security and insurance, and communicates clearly so you're never caught off guard.

QUESTIONS TO ASK:

Can the provider clearly explain employment law requirements (notice periods, probation, severance, etc.) in each country you're looking to hire in?

☐ YES ☐ NO

Do they have a process for monitoring labor laws in real time and proactively notifying customers about changes?

☐ YES ☐ NO

Can they demonstrate compliance with global data regulations (e.g., GDPR in Europe), including how and where data is stored?

☐ YES ☐ NO

Do they maintain comprehensive insurance coverage, such as employment practices liability insurance (EPLI), general liability, and professional liability insurance?

☐ YES ☐ NO

Do they hold certifications for compliance and ethical practices (e.g. B Corporation, SOC I)?

☐ YES ☐ NO

02.

HR & employee experience

Choose an EOR that helps your team members feel supported, informed, and understood—regardless of where they work or whether it’s their first day on the job or they’re in the process of offboarding.

QUESTIONS TO ASK:

Can team members get direct support from the EOR, or do they need to go through you for every question or issue?

☐ YES ☐ NO

Do they offer locally relevant benefits packages (healthcare, retirement, parental leave, etc.)?

☐ YES ☐ NO

Do they understand the local and cultural nuances, beyond just the statutory requirements, to ensure a human-centric approach for your team members (e.g. approach to performance management)?

☐ YES ☐ NO

Do new hires receive support from a dedicated onboarding specialist in their timezone?

☐ YES ☐ NO

Do team members have a self-service portal to view payslips, benefits, and contracts?

☐ YES ☐ NO

“Oyster provides an intuitive platform, fast onboarding, and a truly people-first experience. They’re not just focused on legal compliance—they also help us ensure our employees feel supported and taken care of.”

KATE RAKHMANINA
People Partner at [Muse Group](#)

03.

Technology & security



Look for an EOR that's truly intuitive for you and your team members to use. The right partner blends automation with expert guidance, keeps data secure, and reduces manual work.

QUESTIONS TO ASK:

Is the platform simple and intuitive for the HR and finance teams?

☐ YES ☐ NO

Do they offer self-serve tools with built-in localized insights (e.g. cost to hire calculator, salary insights, etc.)?

☐ YES ☐ NO

Is the hiring and onboarding flow automated within the platform to optimize time to hire?

☐ YES ☐ NO

Does the platform provide guidance on employment agreements, local best practices, and benefits?

☐ YES ☐ NO

Do they offer a clear, custom IP framework protecting your ownership rights?

☐ YES ☐ NO

04.

Pricing & contract terms



Transparent, predictable costs are essential for planning and scaling. When vetting EORs, look for clear breakdowns, predictable invoicing, as well as clarity around deposits, benefit administration, or add-ons like visa support.

QUESTIONS TO ASK:

Are key features included in the monthly fee? (e.g. time management, expense management, equity grants)

☐ YES ☐ NO

Are setup, offboarding, contract amendment fees clearly disclosed upfront?

☐ YES ☐ NO

Do deposit requirements follow a clear, consistent policy?

☐ YES ☐ NO

Is access to legal or HR experts included, or billed separately?

☐ YES ☐ NO

Do invoices include a clear breakdown of all charges for cost predictability?

☐ YES ☐ NO

05.

Service & support

When an urgent issue inevitably comes up, you want a team that understands your business and team and can provide responsive, human support. That's why we recommend looking for an EOR with dedicated contacts, well-defined response processes, and experts who handle sensitive situations with care.

QUESTIONS TO ASK:

Will you have a dedicated point of contact around your timezone?

Are queries routed to specialized teams or put into a general queue?

Do they provide an estimated resolution time for different types of requests?

Do they have a clear process for managing urgent and sensitive issues?

Do they provide personalized support for complex offboardings (e.g. layoffs, mutual termination agreements)? Is this included in the price or extra?



The Oyster team responds really fast and the support is absolutely fantastic. Our customer success manager is incredibly supportive and responsive. Whatever the request might be, she always goes above and beyond.

MAGDA TULACZ
Head of Finance at [Paired](#)

☐ YES ☐ NO

☐ YES ☐ NO

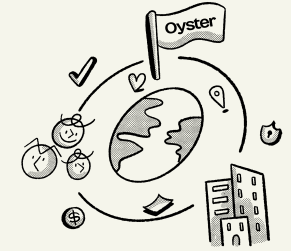
☐ YES ☐ NO

☐ YES ☐ NO

☐ YES ☐ NO

06.

Strategic fit & scalability



Your EOR should feel like a strategic global hiring partner, not just a software vendor. Meaning, you want a team that helps you explore new markets, compare costs, understand local best practices, and make informed decisions about where to hire next supported by deep in-house expertise.

QUESTIONS TO ASK:

Do they have coverage in the countries you plan to hire in over the next 1–3 years?

☐ YES ☐ NO

Do they have in-house expertise across all the regions you want to hire in?

☐ YES ☐ NO

Does the platform integrate with your HRIS, payroll, and finance systems?

☐ YES ☐ NO

Can they advise on where to hire based on budget, talent availability, or benefits?

☐ YES ☐ NO

Do their values and mission align with yours (e.g., diversity, sustainability, social impact)?

☐ YES ☐ NO

Why companies choose Oyster as their EOR



Human, expert-led support for the moments that matter

Global employment is complex, but you don't have to navigate it alone. With Oyster, you get a dedicated point of contact backed by in-house legal, HR, and payroll specialists across 180+ countries. We also guarantee context-specific answers, not scripts—and support that shows up with empathy when it matters most.



Transparent pricing, no surprises

At Oyster, our pricing is clear, predictable, and designed to scale with you. HR advisory, offboarding support, and compliance guidance are included—with no hidden fees, ever. Finance teams love our clear invoices, consistent deposits, and upfront communication.



Built on integrity—certified for impact

Oyster is the only B Corp-certified global employment platform, independent vetted for how we treat our people and operate our business. That means we hold ourselves to the highest standards of transparency: if any of your decisions introduce risk, we'll tell you—and guide you toward a better solution.



Thanks to Oyster, we've been able to hire the best people wherever we find them and grow our business without geographical limitations. We've used Oyster to onboard 10 team members in countries like Germany, Finland, Portugal, France, Austria, and Ireland. Oyster enables us to onboard team members quickly and seamlessly, with good information and guidance throughout.

VILTE DEWAR
Business Operations Manager at [Embeddable](#)

“

Oyster is an extension of our team. We rely on Oyster to deliver a seamless employee experience with best-in-class benefits for our global employees.

MALA WAI

Head of HR and Operations at [Lava.AI](#)



If you're looking for more resources on how to choose the right EOR for your organization, check out our 8 key questions to ask your EOR provider.

But if you're ready to jump in and start building your global team with no compromises, book a demo with one of our experts and see how Oyster helps you hire anywhere:

www.oysterhr.com

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