

# EX ECUTIVE R ESOURCES O UTSOURCING ASIA



## **Your strategic partner in global expansion**

Backed by cumulative industry experience of 50 years, our founding members – a team of finance and human resource professionals established ExroAsia with the aim to meet the ever-increasing demand in the market.

We offer a seamless extension to your business with consolidated support under one umbrella in Sri Lanka – a one-stop-shop human resource (HR), payroll and GEO/PEO services for the Asia Pacific Region.

More importantly, with our services there are no setup or exit costs, which means that we offer some of the best value propositions in the market.

## **Want to expand but haven't established a subsidiary in Sri Lanka?**

We understand the challenges businesses face when expanding to new markets.

A permanent establishment is not always the best solution. Our mission is to help your global business take off in new markets quickly and cost-effectively, while remaining compliant with employment regulations and local labour laws.

Avoid the need for establishing legal entities in foreign jurisdictions - simply outsource the risk and the hassle to us.

## **Our Core Services**

### ▪ **PEO/GEO**

Our Global GEO/PEO Services enable you to establish a workforce quickly, leaving us to handle all the human resource, payroll, benefits, tax and accounting matters. This means that you are well-positioned to test new markets and respond to growing business needs quickly.

Local multinationals looking to explore new global markets without local presence can still hire employees. Through our strategic partner network, we can provide a legal entity to draw up employment contracts in any country.

### ▪ **Human Resource Outsourcing**

We provide highly talented human resources from Sri Lanka at competitive rates without compromising on skills and competency. Our headhunters have the experience to know where and what to look for in local talent pools.

## ▪ **HR Consultancy**

Leave all the administrative HR and operational burdens to us so that you can focus on your core business.

We can function as your outsourced HR department that manages your human resources effectively inclusive of the day-to-day tasks of managing your people. This means that we can cover the complete process from recruitment to exit management including:

- Ensuring compliance with statutory and legislative requirements in the APAC region
- Conducting interviews and referee checking
- Drawing up employment contracts
- Fast and seamless onboarding
- Salary reviews and performance appraisals
- Managing grievances
- Developing the framework for your business offshore

## ▪ **Payroll Services**

There is every reason to outsource your payroll which is an essential but non-value adding part of your business. Handling it in-house takes time contributing to overhead costs. By outsourcing the most tedious back office tasks, you allow your business to grow faster. Moreover, you no longer have to tackle country specific legal obligations in payroll processing and tax deductions.

As part of our Employer of Record services we manage and fulfill all aspects of payroll and tax requirements while meeting in-country statutory obligations. Our payroll specialists can ensure 100 percent accurate, on time and compliant delivery of processes. What's more, we offer great value for money with tailor-made packages for SMEs and startups.

## ▪ **Exit Management**

If you are carrying too much of "fat" and unable to streamline your business, our employee off boarding service can assist you. We step in, to manage the entire termination process until the complete settlement of an employee is carried out through a smooth exit process.

## **ExroAsia (Private) Limited**

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