

# Free EOR provider comparison report

Tell us where you are hiring, how many people, by when, and what matters most. You get back one clear decision with the evidence behind it. This sample shows the report for a UK SaaS company hiring eight people in India.

## The sample brief

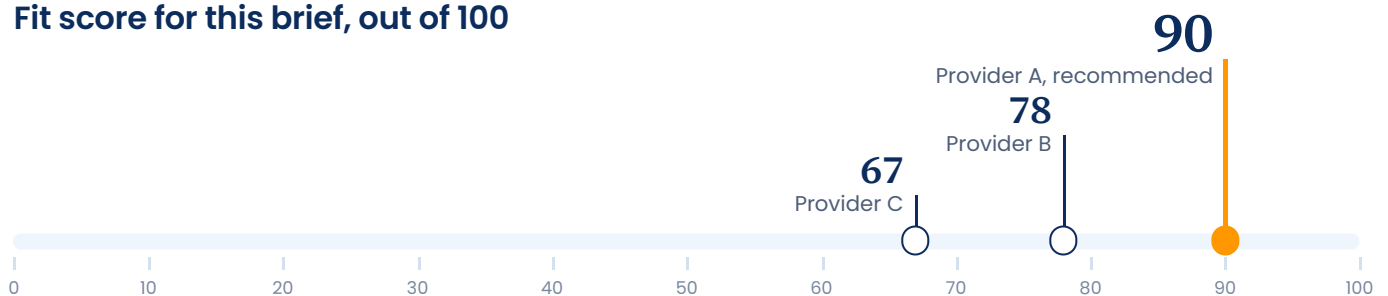
Hiring in  
**India**

Team  
**8 hires**

First payroll  
**In 30 to 45 days**

Top priority  
**Compliance and local HR support**

## Fit score for this brief, out of 100



**Provider A is the strongest fit for this brief:** the deepest India employment expertise and a dedicated local HR contact, at £40,800 in year-one service fees for eight hires. It is not the cheapest option. Page 4 shows why that matters less than it looks.

## Inside the report

- |                                                                                                                       |                                                                                                             |
|-----------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|
| <b>2 Your hiring brief</b><br>What you told us, and which hiring model fits: EOR, PEO, your own entity or contractors | <b>3 Provider shortlist</b><br>Three providers scored on the same six criteria, weighted to your priorities |
| <b>4 Cost and risk</b><br>Year-one fees, cash tied up in deposits, and what to verify before signing                  | <b>5 Recommendation</b><br>The provider we would choose, when to choose another, and next steps             |

## Get your own report, free

Share your hiring countries, team size, timeline and budget.  
There is no obligation to choose any provider.

[Get my free report](#)

# An Employer of Record is the right way into India for this brief

We start from your business, not a generic provider ranking. Here is what you told us, and the hiring model it points to.

|                                                              |                                                                       |                                                                   |                                                           |
|--------------------------------------------------------------|-----------------------------------------------------------------------|-------------------------------------------------------------------|-----------------------------------------------------------|
| <b>Company</b><br><b>B2B SaaS</b><br>Headquartered in the UK | <b>Roles</b><br><b>8 India hires</b><br>Software and customer support | <b>Timeline</b><br><b>30 to 45 days</b><br>No Indian entity today | <b>Growth plan</b><br><b>20 hires</b><br>Within 12 months |
|--------------------------------------------------------------|-----------------------------------------------------------------------|-------------------------------------------------------------------|-----------------------------------------------------------|

## What matters most to you

- ✓ Compliant contracts, payroll and statutory deductions from day one
- ✓ Responsive local HR support for your employees
- ✓ Transparent fees before you sign
- ✓ An easy transfer to your own Indian entity later

## Concerns to solve

- Hidden setup, deposit or termination charges
- Weak employee support once onboarding is done
- An unclear local entity or partner structure
- Long notice periods and contract lock-ins

## Which hiring model fits

Scored on speed, compliance, cost at 8 and 20 hires, and control

### Employer of Record (EOR)

Recommended

92

Hire in 30 to 45 days without an entity. The EOR is the legal employer and runs payroll, PF, ESI, gratuity and tax filings.

### Your own entity plus a payroll provider

55

Full control and lower cost per head at scale, but typically 2 to 4 months of incorporation and registrations before first payroll.

### PEO (co-employment)

34

Needs your own Indian entity first, so it cannot meet a 30 to 45 day start.

### Independent contractors

26

Fast, but full-time roles carry misclassification risk, and IP and confidentiality protection is weaker.

## When to revisit the model

Re-run the numbers when India headcount reaches 20 to 30, when India becomes a permanent market, or when annual EOR fees exceed the cost of running your own entity. **On your growth plan, that point arrives around month 10 to 12**, so choose an EOR whose contract makes the transfer to your entity simple.

# Provider A fits best, at 90 out of 100

Three providers passed our India compliance screen. Each one is scored against the same six criteria, weighted to what you told us matters.

### Provider A

**90**  
fit score

**Best overall fit**

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Service fee

**£425** per employee per month

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**Why it fits**

- ✓ Deep India employment expertise
- ✓ Dedicated implementation and HR contact
- ✓ Flexible transfer to your own entity later

**Watch-outs**

- Smaller global network
- Fewer advanced platform features

### Provider B

**78**  
fit score

**Best platform**

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Service fee

**£525** per employee per month

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**Why it fits**

- ✓ Excellent global technology platform
- ✓ Strong multi-country reporting
- ✓ Ready for expansion beyond India

**Watch-outs**

- Highest year-one cost, plus a £2,400 setup fee
- HR support runs through a shared team

### Provider C

**67**  
fit score

**Lowest fee**

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Service fee

**£350** per employee per month

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**Why it fits**

- ✓ Lowest service fee of the three
- ✓ Simple onboarding for standard hires
- ✓ Works for a small first team

**Watch-outs**

- Limited custom benefits and integrations
- Thin support for complex HR cases

| How each provider scores    | Weight      | Provider A | Provider B | Provider C |
|-----------------------------|-------------|------------|------------|------------|
| India employment expertise  | 25%         | ● ● ● ● ●  | ● ● ● ● ●  | ● ● ● ● ●  |
| Local HR support            | 20%         | ● ● ● ● ●  | ● ● ● ● ●  | ● ● ● ● ●  |
| Pricing clarity             | 15%         | ● ● ● ● ●  | ● ● ● ● ●  | ● ● ● ● ●  |
| Contract and transfer terms | 15%         | ● ● ● ● ●  | ● ● ● ● ●  | ● ● ● ● ●  |
| Technology platform         | 15%         | ● ● ● ● ●  | ● ● ● ● ●  | ● ● ● ● ●  |
| Multi-country scale         | 10%         | ● ● ● ● ●  | ● ● ● ● ●  | ● ● ● ● ●  |
| <b>Fit score out of 100</b> | <b>100%</b> | <b>90</b>  | <b>78</b>  | <b>67</b>  |

## How to read the score

Each criterion is rated out of five and weighted as shown. The top score is the best fit for this brief, not automatically the cheapest or the largest provider. Change the priorities and the weights change with them.

# Year-one fees: £33,600 to £52,800

Service fees only, for eight hires. Salaries and statutory employer contributions are the same whichever provider you choose, so they are left out to keep the comparison like for like.

|                   | Monthly fee<br>per employee | One-time<br>setup | Year-one service cost                                                                      | Deposit held<br>(refundable)                                                                |
|-------------------|-----------------------------|-------------------|--------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| <b>Provider A</b> | £425                        | Included          |  £40,800  | £12,400  |
| <b>Provider B</b> | £525                        | £2,400            |  £52,800 | £24,900  |
| <b>Provider C</b> | £350                        | Included          |  £33,600  | £12,400  |

 12 months of service fees     Setup fee     Cash tied up, returned at exit

Deposits of one or two months' payroll assume average gross pay of about ₹22 lakh (roughly £18,600) a year per hire. A deposit is usually refundable, so it is a cash-flow cost, not a service expense. Exact terms must be confirmed.

## Costs to confirm before signing

- ☐ Foreign-exchange margin on payroll funding
- ☐ Off-cycle payroll runs
- ☐ Termination and severance support
- ☐ Custom benefits and health insurance top-ups
- ☐ Background checks and equipment
- ☐ Transferring employees to your own entity
- ☐ Labour Code pay structure: if allowances exceed half of pay, PF and gratuity costs rise

## Three risks that sink EOR decisions

### Cheap headline pricing

Essential services often sit outside the advertised fee.

### An unclear local structure

Confirm who legally employs your people: the provider, or a partner it subcontracts to.

### Weak exit support

Read the notice, termination and transfer terms before you sign, not when you need them.

## Six questions to ask every shortlisted provider

- ☐ What exactly is included in the monthly fee?
- ☐ What exchange-rate margin do you apply, and on what source rate?
- ☐ What are the termination and transfer charges?
- ☐ Do you employ through your own Indian entity?
- ☐ Who handles employee HR queries, and how fast?
- ☐ What notice period or minimum term applies?

# Our recommendation: Provider A

Based on your brief, your priorities and the year-one cost, this is the provider we would choose, and when we would choose differently.

## Provider A

Strongest on the two criteria you weighted highest: India expertise and local HR support.

- ✓ Strongest local India expertise
- ✓ Dedicated HR contact for your team
- ✓ Clear pricing, with setup included
- ✓ Transfer to your own entity supported

Final fit score

**90** / 100

Year-one service fees

**£40,800**

### Choose Provider B if

Technology, consolidated global reporting and expansion beyond India matter more to you than local service depth or price.

### Choose Provider C if

Your roles are standard, the budget is tight, and you are comfortable with fewer custom features and less hands-on support.

## Recommended next steps

1

### Confirm scope

Roles, salaries, locations, benefits and start dates

2

### Request like-for-like quotes

The same assumptions for every provider

3

### Review contracts

Pricing, liability, notice and transfer terms

4

### Select and onboard

Decide on total fit, not headline price

### How this report stays free and fair

- ✓ The report is free to you, with no obligation to choose any provider.
- ✓ If you choose a provider we assessed, it may pay Peorient a referral fee, at no extra cost to you.
- ✓ Every provider is scored against the same documented criteria.
- ✓ Peorient is affiliated with Remunance, an India EOR. If Remunance appears on your shortlist, it is labelled.

## Get matched, free

Share your countries, team size, timeline and budget, and we will build your report.

[Get my free report](#)