TGT Global
SIMPLIFYING OFFSHORING

Three services to fit with your journey

All businesses have a different appetite for offshoring. We like to provide options.

Billing available in multiple local currencies.

Employer of Record (EOR)	Home First	Office First
US$ 290 /month	US$ 800 /month	US$ 850 /month
(Employer of Record administration only)	(TGT fee shown – salary additional)	(TGT fee shown – salary additional)

Features	EOR	Home First	Office First
OPERATIONS			
Onboarding			
Company onboarding for staff	✓	✓	✓
Performance Management & Scheduling (KPI Setting)		✓	✓
• Bi-Annual Performance Review		✓	
• Quarterly Performance Review			✓
• Salary advice and Guidance			✓
Adherence & Reporting			
Attendance Management		Weekly	Daily
Time and Attendance Report	Monthly	Weekly	Daily
Operational Catch Up meetings		Fortnightly	Weekly
Leave Management	✓	✓	✓
Performance & Training Management			
Training Management			✓
Culture Training		✓	✓
Performance Tools Management (PIP), etc.		✓	✓
Leadership Peer Groups		✓	✓
Training Plan Management		✓	✓
External Certification Scheduling & Management			✓
Performance Overview (relating to Corrective Action)	✓	✓	✓
Work Activity			
Monitoring their Productivity / Goal Setting		✓	✓
Mini staff work engagement (People Management)	Monthly	Weekly	Daily
Incentive/Reward management		When in office	✓
FACILITY, INFRASTRUCTURE & EQUIPMENT			
Workstation			
Full Desktop : Intel i5, 16GB, SSD, Win 10/11, Headset, KB, Mouse & Dual 24″ Screen			✓
Laptop : Intel i5, 16GB, SSD, Win 10/11, Headset & 24″ Screen		✓	
Desk – Hot desk	Optional		
Desk – Dedicated		Max 3 days a week	✓
Internet Access			
User supplied internet (Cost to Employee)	✓	✓	
Corporate Internet (redundant)		When in office	✓
Backup Power			
Backup Power to Office		When in office	✓
Security			
Secure Internet		When in office	✓
CCTV		When in office	✓
Staff background check	✓	✓	✓
Meeting, Board & Training Room Access			
Priority and free			✓
Limited		✓	
Booking Fee	✓		
HR SERVICES			
Recruitment			
Staff Replacement		1 Per Contract Term	Unlimited
Staff Recruitment (Sourcing, Evaluation, Endorsement)	Recruitment Fee	✓	✓
Custom Recruitment Program (Specialised testing, etc)	Test Fee	When in Office	✓
Employee Engagement	**ViTAL - Lite**	**ViTAL - Standard**	**ViTAL - Premium**
Mid-Year & End of Year Events	✓	✓	✓
Access to Virtual Events (Townhall Access, Webinars)	✓	✓	✓
Employee Office Events		When in Office	✓
Corrective Action (Disciplinary Documentation & Compliance)	✓	✓	✓
Employee Guidance/Cultural Liaison (Focus Group Discussion / Check-in / 1 on 1)		✓	✓
Pantry Meal Access		When in Office	✓
Health & Wellbeing			
Benefit Claims & Management		✓	✓
Access to Medical Team (Checking of Medical Certs, employee care management)		✓	✓
Access to TGT Medical Clinic		When in Office	✓
Staff access to HMO and Life Insurance	✓	✓	✓
FINANCIAL SERVICE			
Payroll			
Salary & Bonus Payments	In Advance	Credit	Credit
Government Benefit & Statutory payments	In Advance	Credit	Credit
Government Advice & Administration	✓	✓	✓
Partner Program			
Partner Training Events	Option	Partner Level	Partner Level
Mid Year and Christmas Parties	Option	Partner Level	Partner Level
Monthly Newsletter	✓	✓	✓
Procurement Fee for items for Offshore Team	20%	15%	10%
MISCELLANEOUS			
Other			
Professional Work environment			✓
IT Support services		Limited ~	✓
Travel and booking assistance		✓	✓
Temporary Seat for staff when visiting Team		Limited ~	✓
12 month contract term	✓	✓	✓
Option: 24 month contract term	USD 290	USD 700	USD 750
Setup Fee	USD 625	USD 1,250	USD 1,250

^ Recruitment fee applies ~ Max 10 days per year

Contact us

sales@tgtglobal.com