

Payroll & Employer of Record (EOR)

Making employment simple, secure & international

Employ people reliably. Simplify payroll processes. Enter new markets.

Employing people is becoming increasingly complex – particularly when different countries, legal entities and regulatory frameworks need to be taken into account.

With our Payroll and Employer of Record solution, we support you in employing and paying people reliably, both nationally and internationally. We manage payroll, administrative processes and compliance – and, where you do not have a suitable local legal entity, we can also act as the legal employer.

The services work seamlessly together and are flexibly tailored to your corporate structure and the relevant countries of employment. This allows you to reduce administrative workloads and risks while retaining the professional and operational management of your employees.

Your benefits at a glance

- Payroll & EOR from a single source
- Clear responsibilities & coordinated processes
- Reduced administrative workload
- Support with compliance & legal certainty
- Faster access to new markets
- Flexible & scalable

Your benefits in detail

— One solution, clear responsibilities

Payroll, administration, compliance and – where required – legal employment are combined within one coordinated service model. This reduces interfaces and creates clear responsibilities.

— Support with legal certainty & compliance

Employment law, tax law and social security requirements present companies with complex and continuously changing challenges. We align the agreed processes with the relevant local regulations and support you in reducing administrative and legal risks.

— Reduced administrative workload

We manage time-consuming tasks relating to payroll, administration, contract management and legal employment. This gives your HR team more time for strategic priorities and employee support.

— Faster access to new markets

Our Employer of Record solution allows you to employ people in countries where you do not have a suitable legal entity of your own. This reduces organisational barriers and facilitates entry into new markets.

— Flexible & scalable

Whether you employ individual team members, growing teams or manage international structures, the scope of services can be adapted to your needs. Payroll and EOR can be implemented as an integrated solution or as separate services.

Trenkwalder provides a comprehensive, full-service payroll solution tailored to your specific needs.



Our services in detail

- 01 Complete payroll processing**
Ongoing, accurate and legally compliant payroll processing for your employees – including relevant remuneration components such as premiums, bonuses and special payments.
- 02 Taxes, social security & statutory reporting**
Management of payroll-related tax and social security processes as well as the required reports to authorities and institutions.
- 03 Legal employer function**
Provision of the legal employment framework in countries where you do not have a suitable local legal entity. Professional and operational management remains with your company.
- 04 Contract & compliance management**
Management of the relevant contractual and administrative processes in line with the legal framework of the respective country of employment.
- 05 Reporting & digital processes**
Structured digital workflows and transparent reporting provide a reliable overview of relevant payroll and HR data.



Employment solutions that fit your organisation

Whether you need payroll support, individual EOR employment arrangements or an integrated solution across several countries, we work with you to develop the service model that fits your corporate structure and markets.

From initial requirements to ongoing operations

01 Clarify your requirements

Together, we analyse your workforce structure, the relevant countries of employment and your specific requirements. We determine which services are needed and where Trenkwalder should assume the legal employer function.

02 Develop a tailored solution

We define the scope of services, responsibilities, processes, data flows and interfaces – tailored to your organisation.

03 Set up contracts & processes

We establish the payroll and administrative processes and, for EOR employment arrangements, put the necessary contractual and organisational framework in place.

04 Launch payroll & employment

We take over the agreed payroll processes, taxes, social security, statutory reporting and administrative tasks. Where required, we also provide the legal employment framework.

05 Provide ongoing support & adapt the solution

We remain your central point of contact after the launch. We support the ongoing processes and adapt the solution to changing requirements, new countries or further growth.



Ideal for companies that want to ...

- outsource or standardise their payroll processes reliably
- relieve HR teams of administrative tasks
- employ people in a country where they do not have a suitable legal entity
- enter new markets or build international teams
- manage different countries and employment structures within one coordinated model

We consider more than individual payroll or administrative tasks. Our approach takes into account your workforce structure, the relevant markets and your company's specific circumstances.

Why you should work with us

For us, Payroll & EOR is about more than payroll processing. We combine payroll expertise, HR management and local employment knowledge to create an end-to-end solution for national and international teams.

Payroll & EOR from a single source

From payroll and contract management to compliance processes and the legal employer function, we coordinate all services. This creates reliable processes and reduces unnecessary interfaces.

International perspective & local expertise

International employment requires a thorough understanding of different legal, administrative and employment-related frameworks. Our local expertise and international reach enable solutions that take the requirements of the respective markets into account.

Decades of experience & expertise

For more than 40 years, we have been addressing the challenges of the labour market and modern HR administration. Our clients benefit from proven processes, comprehensive HR expertise and reliable operational delivery.



Tailored & flexible solutions

No two workforce structures are the same. That is why we tailor the scope of services, processes and responsibilities to your company – either as an integrated overall solution or through selected individual service modules.

Personal & collaborative support

Complex HR matters require clear points of contact. We support you personally and reliably, from the initial needs assessment and implementation through to ongoing operations.

That's why Trenkwalder! Your challenge. Our solution.

Would you like to simplify your payroll processes?
Employ people in a new market? Or reliably manage different countries and employment models?

Together, we develop a Payroll and EOR solution that fits your organisation.

Request a no-obligation consultation today.

Interested in our other services?
trenkwalder.com