



Hiring talent in Italy made easy

A Sales Proposal of Our Firm and Services

ABOUT PEOITALY

Our senior management team boasts over **two decades of experience** in the HR industry both in Italy and globally. We take pride in being the **sole independent and authorized PEO firm** based in Italy!

We created Peoitaly to meet clients' growing needs for a trusted partner that could advise them on best practices, provide recommendations and support their business dynamically. We believe that your focus should be on growing your business and accessing the best Italian talent, rather than being bogged down by administrative tasks. Peoitaly makes it easy to **recruit, hire, pay, and support** Italian teams for any business, giving you more time to focus on what matters.



WHY PEOITALY

- Peoltaly was funded in December 2021 with a very clear vision: provide the clients with the local expertise they need and deserve. It's founder and current managing director has worked within the PEO space for the last 10 years.
- Today, the Employer of Record (EOR) market is brimming with providers who claim to be a single point of contact for employment services everywhere in the world. The question is: what is the service level they can offer from a centralized office miles away from the employing country?

The answer to this question is rather simple: employing everyone, everywhere using one single provider MIGHT be possible but not advisable. The reason is because no international employment provider can offer the same expertise, professionalism, hands-on skills and deep knowledge of the local market as a well-established and highly specialised **local provider**.

- As an **independent firm**, we do not need to satisfy any VC companies who are looking for a fast growth at all costs. Too often, unfortunately, we see clients being left without the right support after they sign up as they become what it is called a “new logo win”. This is NOT Peoltaly. We strongly believe that our clients deserve the service level they are paying for. Both our Client Service and internal HR Teams have been trained to deliver fast and detailed feedback to clients and employees to avoid wasting time. This before and **after** the onboarding phase.
- Our motto is: To go global, you must go local first!

WE KNOW ITALY BY HEART

We offer customized employment, payroll, HR, and compliance services as the EOR/PEO for your Italian based employees. Our services eliminate the complexities of compliance issues, setting up a foreign establishment and creating employment contracts in a different language.

With our tailored solutions, you can focus on your core business while we handle administrative tasks.

Our team ensures that you stay compliant with local regulations and avoid prohibited HR practices. We are a reliable and trustworthy EOR partner that treats your team with respect and ensures that they are paid on time.

90%

of our clients recommend us
to their colleagues

OUR CORE OFFERING



**EMPLOYER OF RECORD
(EOR)**



RECRUITMENT



OUTSOURCED HR

EMPLOYER OF RECORD (EOR)

Our offering includes:

- **Guidance and assistance on Italian labour law**
- **Generation of employment contracts**
- **Onboarding and employee registration with the Italian authorities**
- **Working time tracking**
- **Benefits management, and administration**
- **Social security contributions payments**
- **Payroll processing and funding:**
- **Health and safety policies management (d.lgs. 81/2008)**
- **A1 forms processing**
- **Termination management**

EMPLOYER OF RECORD (EOR)

When can I use Peoltaly Employer of Record solutions in Italy?

- International Expansion
- Payroll and HR Administration
- Contractor Conversion
- Legal Compliance
- Streamlined International Hiring
- Risk Mitigation
- Italian market exploration
- Company Carve-Out
- Worker relocating (or relocating back) to Italy
- Temporary employment

RECRUITMENT

Our offering includes:

- **Job Analysis and Position Specification**
- **Candidate Sourcing**
- **Screening and Assessment**
- **Interviewing**
- **Reference and Background Checks**
- **Candidate Presentation and Selection**
- **Offer Management**
- **Onboarding Support**

RECRUITMENT

Why should I avail Peoltaly recruitment solutions?

- Our specialists have been sourcing skilled talents both in Italy and internationally for over 20 years
- Being a licensed and independent recruitment agency in Italy specialized in supporting international clients, Peoltaly offers tailormade recruitment services across different industries, such as IT, Sales, Customer service, Environmental Sciences, Biotechnology, Engineering, Pharmaceutical, Healthcare, Life science and more
- Our Italian based Team speaks several languages and has a longstanding experience supporting organizations to enter the Italian market. We understand how difficult it can be to find skilled professionals who are also fluent in English in a country where not many providers and suppliers have that can-do attitude, are business minded and customer-centring oriented
- Peoltaly has access to a vast pool of talents in Italy and understands the dynamics of a very peculiar market where it is crucial to be locally well connected
- We will streamline the hiring process, attract top talent, and save time and resources of our clients

HR OUTSOURCING

Our offering includes but is not limited to:

- **Guidance and execution of reference checking**
- **Employment offer letter and contract drafting assistance**
- **Guidance and advice on labour law (we will engage with a labour lawyer only when necessary)**
- **Employee onboarding assistance**
- **Advise on travel reimbursement, per diem allowances and other travel related issues**
- **Assistance to record and process sick leave certificates**
- **Evaluation of accident insurance premiums to adopt based on the employees' activities**
- **Support employee and employer in case of mandatory and / or discretionary maternity leave**
- **Payslip interpretation**
- **Evaluation of accident insurance premium to adopt based on the employees' activities**
- **Assistance and guidance in case of work-related accident**

HR OUTSOURCING

Our offering includes but is not limited to:

- **Benefit program advisory**
- **Private pension contribution guidance**
- **Mandatory Health and safety training and pre-employment medical examination**
- **Guidance on privacy regulations applied to employees**
- **Support and advice on tax breaks and public support to employment (i.e. tax relieve when hiring certain categories of employees).**
- **Support and advice to client's employees when liaising with local banks, authorities, public offices, unions, etc**
- **Advice and guidance on terminations and offboarding**

OUR COLLATERAL SERVICES



**INDIPENDENT
CONTRACTOR (IC) VETTING**



IMMIGRATION SERVICES



**IT EQUIPMENT AND OFFICE
/ CO-WORKING SPACE
RENTAL**



Do you want to scale your business across Italy?

Let's get to work!

Contact Us

Need a trusted
employment partner in
Italy?
We can help!



CALL OUR SALES TEAM

Tel or WA: + 39 0733 691776



SEND US AN EMAIL

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VISIT OUR WEBSITE

<https://www.peoitaly.com/>