



Bridge Employer of Record FAQ list

1. Are there other companies that provide similar services?

Yes, many companies offer payrolling services in the Netherlands. However, not all meet the same high standards as Bridge EoR. What sets us apart is that we are both a recognized sponsor with the IND and hold the SNA Quality Mark. While other companies may provide similar payrolling services, few can maintain these key certifications.

2. Are there any concerns or disadvantages of choosing an EoR option?

From a compliance or legal standpoint, there are no significant disadvantages, as the payrolling/EoR model is widely accepted and recognized in the Netherlands. It offers numerous advantages, particularly in legal compliance, liability coverage, and operational efficiency. We ensure all legal and tax responsibilities are handled correctly, eliminating any risks.

3. What specific financial statements does Bridge EoR require to confirm the client's financial soundness?

We typically request annual reports for the past 3 years and (provisional) year-to-date financial statements for the current year, including the balance sheet and profit and loss statement.

4. We are a new company and do not have much business activity in the Netherlands. How does the financial check work in this case?

If the financial stability of the company cannot be (sufficiently) ensured, additional requirements will apply. These could include working on a retainer basis, having the parent company co-sign as a joint guarantor, or limiting the duration of the EoR service(s).

5. What does the pricing structure typically include?

Costs depend on various factors, such as the employee's salary and the duration of payrolling. To receive a personalized quote, please complete the fee estimate form on the right.

6. Are there any hidden fees or additional costs beyond the quoted price?

No, there are no hidden fees in our pricing. All costs within the scope of our service are transparently covered by our administration fee. Beyond the mandatory employer's costs, our fee structure includes two main components:

- the one-time setup fee which covers the entire onboarding process, including preparing agreements, handling immigration-related work for non-EU employees, managing monthly salary payments, tax declarations, vacation registers, applying for 30% ruling benefit (if applicable) and providing ongoing support.
- the monthly administration fee depends on the employee's compensation package and agreement duration, ensuring all standard services are included without unexpected charges.



- 7. What is the difference between an Employer of Record and a staffing agency?**
An EoR handles legal employment responsibilities like payroll, tax compliance, and benefits, while the client manages the employee's daily tasks. A staffing agency, on the other hand, recruits and manages temporary workers for short-term needs, acting as their employer during the placement.
- 8. Who is responsible for employment and managing employees under an EoR arrangement?**
Briddge EoR acts as the legal employer, handling employment-related responsibilities such as contracts and compliance. At the same time, the client company manages the employees' daily tasks, work assignments, and performance (reviews).
- 9. How does an EoR ensure compliance with local employment laws and tax regulations?**
Our dedicated team stays up to date on local employment laws and tax regulations, managing payroll, contracts, and tax filings to ensure full compliance.
- 10. Can an EoR handle work visas and permits for international employees?**
Yes, as a recognized sponsor with the IND, we can assist with obtaining work visas and (combined work and residence) permits as part of the onboarding process.
- 11. Does an EoR provide employee benefits, and what kind of benefits are included?**
Yes, we can accommodate any benefits the client wishes to offer, including pension contributions, healthcare insurance, travel allowances, car allowances, and more, ensuring compliance with local regulations.
- 12. What is the minimum duration of the contract with Briddge EoR?**
The minimum duration of our payroll services is 6 months.
- 13. Can we transfer an employee from an EoR to our own payroll later?**
Yes, employees can be transferred to your payroll, subject to the statutory notice period and minimum payroll duration of 6 months.
- 14. What is the process if we want to onboard multiple employees?**
We can streamline the onboarding process by managing contracts, payroll, and compliance for all employees either simultaneously or over a longer time span, as needed. For more than 3 hires at the same time, a discount can be applied to the one-off setup fees.
- 15. Can an EoR support long-term employment arrangements, or is it only for temporary needs?**
Yes, we support both long-term and temporary employment arrangements tailored to your needs.