



LightsourceGlobal

A Vensure Employer Services Company

CASE STUDY

Handling Risky Business: A Unique EOR Approach

Overview

A U.S.-based catalog company planning to close its doors wanted to go out of business the “right” way. After years of loyal service, they wanted to take care of their 324 employees. Several challenges were in play, including a short, two-month time frame and the risk factor of the financial fiduciary not wanting – but needing – to manage the employees.

Strategic Solutions

Lightsource Global fearlessly took on the challenge to help this company provide an effective financial and compliant solution for its employees and the bank through its Employer of Record service.

Designed to take on 100% of the liability, Lightsource Global removed the risk from the catalog company and fiduciary and created a temporary holding company that was a win-win for all parties involved.

Lightsource Global’s innovative EOR approach provided a transient solution for laying off workers without firing them. This allowed the employees to file for unemployment and soften the blow of re-entering the job market.



Conclusion

Using a leading-edge EOR service provider like Lightsource Global paid off for a domestic company seeking a positive solution for changing the way going out of business looked for their team. Along the way, Lightsource Global satisfied the company’s desire for a compliant and employee-friendly method that served the needs of all the participants.

