

In the fast-paced world of corporate partnerships, especially between Employers of Record (EORs) and their recruiters, the importance of establishing trust and ensuring compliance cannot be overstated. A thorough client vetting process not only protects your interests but also lays the groundwork for a strong and reliable working relationship. Let's explore the essential components of this vetting process, giving you a clearer understanding of what to expect when working with BOSS.



Soft Credit Check

The vetting journey begins with a soft credit check on potential clients. This preliminary step allows BOSS to evaluate the financial health of a company without affecting its credit score. It's a first glance at the company's ability to fulfill financial obligations, such as paying your invoices and signaling any potential risks early on.



Risk Assessment

An in-depth risk assessment is crucial. This step involves evaluating potential clients against various criteria, such as:

- **OSHA Citations:** Assessing adherence to safety standards through any citations by the Occupational Safety and Health Administration.
- **Accidents:** Reviewing the company's history of workplace accidents to gauge safety practices and environments.
- **TRIR (Total Recordable Incident Rate):** Understanding the company's safety performance over time by analyzing the TRIR.
- **Public Records and Litigation:** Checking for litigation that could indicate legal issues affecting the partnership.



Client Services Agreement

Establishing a Client Services Agreement is a key milestone. This agreement details the terms of service, expectations, and legal obligations, ensuring all parties have a clear understanding and framework to mitigate future conflicts and maintain transparency.



Verification of Contact Points

Verifying key contact points within the client's organization is essential. This includes confirming the identity of the:

- **Main Contact:** The primary point of contact for all communications and operational coordination. This individual is responsible for ensuring the smooth flow of information and resolving any issues that may arise.
- **Time Approval Contact:** The individual authorized to approve timesheets, ensuring a smooth validation of work hours and timely payments.
- **Billing Contact:** The main contact for invoice processing and financial transactions.

These verifications are typically followed by a welcome email, setting the stage for open communication and collaborative relationships.



Special Notes on Account Handling

Every client may have unique requirements or preferences for account handling, such as protocols for purchase orders, timesheet submissions, and billing processes. Identifying and communicating these special notes through a welcome email ensures all parties can adhere to these procedures, promoting operational efficiency.

Conclusion

For you, as a part of the recruiting partnership with BOSS, understanding the client vetting process is about more than risk mitigation — it's about building a foundation of trust and reliability. By engaging with this process, you can feel confident in working with legitimate, financially stable, and compliant companies, enhancing the quality of your partnerships and contributing to the success and sustainability of the employment ecosystem.