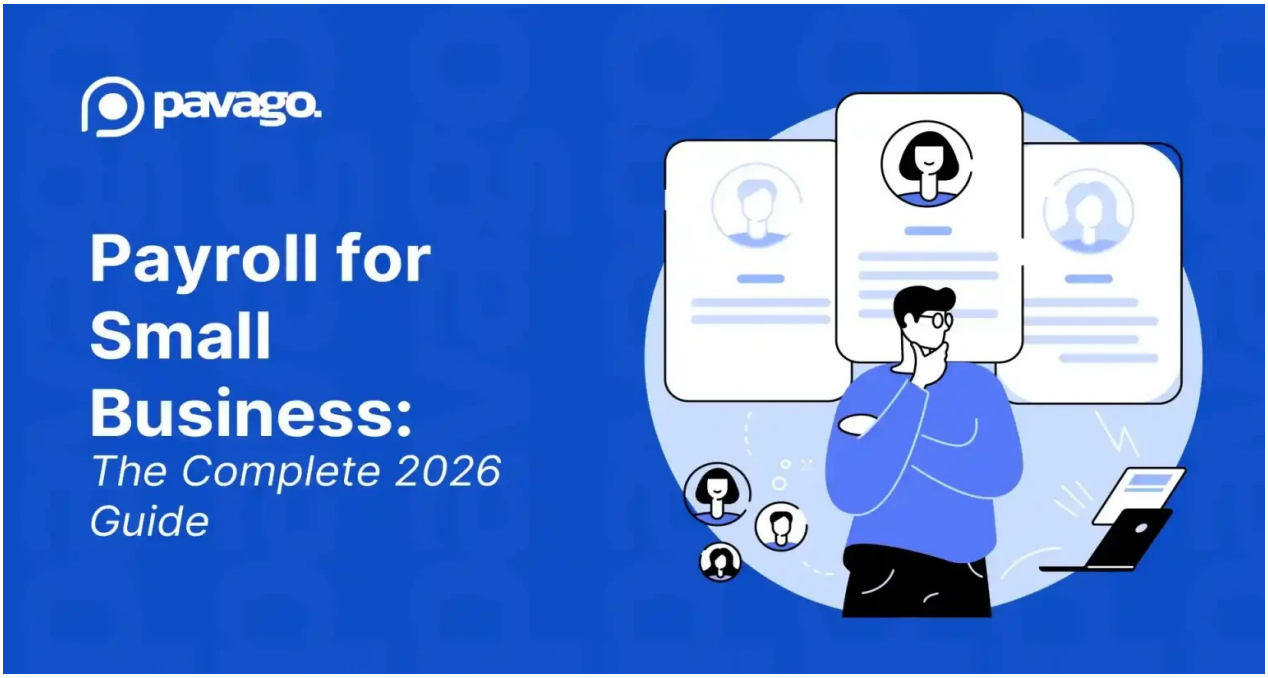


Pavago LLC Introduces Comprehensive Guide to Simplified International Payroll Systems for Small Businesses

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Pavago LLC, a staffing and recruiting firm specializing in offshore talent acquisition, has published a comprehensive guide on navigating small business payroll complexity that addresses a critical gap in traditional payroll resources. The guide specifically tackles the challenge of managing payments for both domestic employees and international contractors, a reality that mainstream payroll providers often overlook.

The guide highlights a fundamental oversight in existing payroll resources from major providers such as Gusto, QuickBooks, ADP, Square, and Paychex. While these platforms excel at domestic payroll management, they assume all team members are based in the United States, leaving businesses without guidance on international contractor payments.

The report was released by Pavago in response to growing demand from small and medium-sized businesses seeking clarity on managing hybrid workforces. As remote work continues to expand globally,

companies increasingly hire offshore virtual assistants, marketing specialists, customer support representatives, and developers from regions including Pakistan, Latin America, and Eastern Europe.

"Small businesses today operate with hybrid teams that span continents, yet the available payroll guidance hasn't caught up with this reality," said Parker Cox, founder of Pavago LLC. "Our guide fills this knowledge gap by providing practical solutions for managing both domestic payroll and international contractor payments within a single, streamlined framework."

The comprehensive resource covers essential domestic payroll setup, including obtaining an Employer Identification Number, state registration requirements, employee documentation, pay schedule selection, and choosing between DIY, software, or accountant-managed payroll systems. For businesses with 5 to 25 employees, the guide recommends payroll software as the optimal balance between cost and functionality.

For international payments, the guide explores multiple platforms and their respective advantages. Options range from traditional bank wire transfers to modern solutions like Wise, Payoneer, and Employer of Record platforms such as Deel, Remote, or Papaya Global. Each option presents different fee structures and capabilities depending on the number of contractors and payment frequency.

The guide emphasizes the importance of maintaining separate accounting systems for domestic employees and offshore contractors. It outlines critical documentation requirements, including contractor agreements, W-8BEN forms for non-U.S. contractors, and proper payment records to ensure compliance and protect against potential audits.

Common pitfalls addressed include worker misclassification risks, missed tax deadlines, inadequate budgeting for full employment costs, inefficient international payment methods, and the absence of proper contractor agreements. The guide notes that employer-side taxes and benefits typically add 20 to 30 percent to domestic employee costs, while offshore contractors avoid this overhead.

Pavago LLC, founded in 2022 and based in Meridian, Idaho, connects small and medium-sized businesses with offshore professionals at significantly reduced costs compared to traditional domestic hiring. The company maintains a global network spanning multiple continents and specializes in roles across sales, marketing, administration, finance, IT, engineering, and product development. Updates and additional resources from the company can be found on Pavago on LinkedIn, where the firm regularly shares insights on international talent acquisition and workforce management strategies.

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Pavago LLC

Pavago's vision is that sourcing offshore talent will become a key competitive advantage for small and medium-sized businesses. Their mission is to democratize access to this talent, facilitating growth and success for innovators and entrepreneurs.

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