



Case Study

Employer Of Record

Optimizing Invoice Processing for a U.S.-Based Enterprise



Catalysts of Renaissance

Optimizing Invoice Processing for a U.S.-Based Enterprise. A Case for High-Efficiency Remote Teams

Client Context

A U.S.-based infrastructure and engineering organization operating within a global aviation support ecosystem was managing high-volume invoice processing across a distributed vendor base. With operations spanning multiple time zones, the client faced increasing pressure to improve turnaround times, reduce processing backlogs, and ensure seamless coordination between procurement and finance teams.

Given the nature of the work, the requirement was not for a large offshore setup, but a lean, high-efficiency, compliant team that could operate in alignment with U.S. business hours.

The Challenge

- 5,000+ invoices per month across distributed vendor ecosystems
- Time zone misalignment impacting turnaround and responsiveness
- Increasing GR/IR mismatches causing reconciliation delays
- High onshore dependency driving elevated costs
- Requirement for a small but highly efficient team, not a large-scale setup
- Need for compliant remote operations without entity setup

Unlike most EOR providers, we offered integrated end-to-end recruitment including talent sourcing and vetting. A unique capability that became a game-changer for the client. The recruitment and vetting process went beyond traditional staffing support. It included:

- Targeted sourcing of pre-qualified candidates from the SaaS and AI analytics domain.
- Rigorous background and reference checks, ensuring both technical competence and ethical reliability.

- Cultural fit assessments aligned with the client's U.S. work ethos and collaboration standards.
- This ensured that every hire was not only compliant but also a strategic addition to the client's long-term vision.

The client appreciated this meticulous recruitment process, noting it as a standout capability compared to other EOR providers.

P.R. GLOLINKS' Approach

1. Strategy: Right-Sourcing Framework

- Assessed operational needs and recommended a lean remote delivery model over a large GCC setup
- Designed a 4-member remote team based in India, working times aligned to ensure invoices were processed and ready ahead of the U.S. workday.
- The team was further scaled to 5–6 members during peak seasonal periods (e.g., year-end / holiday cycles) to manage volume surges without impacting SLAs

2. Transformation: Process & Workflow Alignment

- Streamlined end-to-end Procure-to-Pay (P2P) processes
- Defined workflows for invoice validation, discrepancy resolution, and approvals
- Established SLA-driven operations and escalation frameworks
- Enabled proactive management of GR/IR balances and mismatch resolution

3. Expansion: EOR led deployment

- Deployed the offshore team through Employer of Record (EOR), ensuring full compliance without entity setup
- Built and managed a dedicated remote team in India
- Structured work hours (5 PM – 1 AM IST) to ensure invoices were

processed and ready before U.S. business hours

- Enabled seamless coordination with procurement and finance stakeholders

Key Activities Delivered

- Managed end-to-end P2P cycle, including invoice processing and verification (1,500+ invoices/month)
- Monitored and resolved GR/IR discrepancies (quantity/price mismatches)
- Coordinated with cross-functional teams for issue resolution
- Led daily operations, workload distribution, and SLA adherence
- Acted as an escalation point in high-volume environments

Impact Delivered

- ~30% reduction in turnaround time (TAT)
- Cost savings of ~\$60,000 annually
- Improved accuracy and reduction in mismatch issues
- Seamless time-zone aligned operations enhancing productivity
- Fully compliant offshore model via EOR, with zero entity setup overhead
- Scalable model with seasonal flexibility

Key Takeaway

- Not all global expansion requires large teams or complex setups.
- By applying the right sourcing framework, time-zone aligned operations, and EOR-led execution, P.R. GLOlinks enabled a lean, high-impact solution—delivering speed, cost efficiency, and operational control.

About Us

P.R.GLOlinks is a global specialist consultancy helping organizations design, develop, and implement “Right-Sourcing” strategies. With deep understanding of business processes,



workforce dynamics, and marketplace realities, we enable enterprises to achieve sustained excellence and global scalability.

Our multidisciplinary teams comprising of Functional Auditors, Process Experts, Technology Specialists, Culture Managers, and Quality Analysts serve as catalysts for operational transformation and global expansion.

Build Your Offshore Advantage

Explore how P.R. GLOLINKS can help your business scale globally with precision, compliance and cost efficiency. [Schedule](#) a 15-minute consultation with our experts.

P.R.GLOlinks Consulting
102-116 Windmill Road,
Croydon, CR0 2XQ. UK.

Head office: 5045 H Block,
25th Street, Annanagar,
Chennai, 600 040. India.
Tel: + +91-9841037909

www.prglolinks.com
info@prglolinks.com