



# GROW YOUR GLOBAL MEDIA TEAMS **CONFIDENTLY**

GOLD-STANDARD **COMPLIANCE**

GLOBAL **DELIVERY**

HUMAN-CENTRED **SUPPORT**

# ABOUT PROJECT GLOBAL



At Project Global, Freelancers come first. Our Contingent Workforce Management (CWM) solutions help media organisations manage and pay Freelancers in over 140 countries - without compromising on compliance, care, or speed.

Alongside this global **Agent of Record (AOR)** capability, we also provide **Employer of Record (EOR)** services through our own entities across the world.

**We're more than a platform.** We're a full-service compliance partner - trusted where reputations matter most.



When reputation is on the line, you need absolute trust. We deliver fast, accurate, and compliant freelancer and EOR solutions - combining global HR, compliance expertise, and payments that keep your productions running safely and smoothly.



Founder & CEO



# WHY LAWYERS & ACCOUNTANTS RECOMMEND US



Law and accountancy firms already provide expert advice. We don't replace that role. We work alongside your end client's Legal, HR, and Finance teams to ensure decisions are implemented properly on the ground, particularly where complexity and reputational sensitivity are involved.

By working with Project Global, you give your clients:

- A way forward - pragmatic application of the rules, done transparently and properly
- Confidence Freelancers are engaged without misclassification risk
- Assurance of tax and payroll compliance in every jurisdiction
- A clear process for onboarding Freelancers and Contractors
- Protection against brand and reputational risk

Your clients trust you for advice. You can trust us to deliver it responsibly.



# WHY MEDIA CLIENTS CHOOSE US



Media organisations rely on Freelancers to keep pace with fast-moving stories. They need to onboard quickly, but also safely. Mistakes can mean fines, reputational damage, or risks to individuals on the ground.

That's where we come in. We:

- Support Journalists, Photographers, and Creatives, often in high-risk regions
- Handle onboarding, contracting, and payments in one secure process
- Provide compliance frameworks designed for sensitive locations
- Let editors focus on content, not admin.

“

"Project Global takes care of all the intricate parts of our international hiring – from onboarding checks to payroll and managing timesheets and invoices. Their support lets us stay focused on producing stories."

”



# OUR GLOBAL SERVICES



## Agent of Record (AOR)

Engage Freelancers, Journalists, Producers, and Creatives with confidence. We manage everything from contracts, classification, and compliance, whilst enabling private talent pools so trusted Freelancers can be rehired easily without repeating onboarding.



## Contingent Workforce Management (CWM)

- Ensure timely, accurate global payments across currencies
- Consolidated invoicing minimises admin for finance teams
- Zero Misclassification of Workers



## Employer of Record (EOR)

Hire full-time editorial, production, or digital teams worldwide without setting up local entities. We handle payroll, benefits, tax, and legal compliance so your clients can focus on their core operations.



## Global Payroll & Compliance Checks

- Payroll processing in 140+ countries
- RTW, KYC, AML, academic and background checks
- TUPE transfers handled with care and precision

# COMPLIANCE & RISK MANAGEMENT



## Compliance You Can Count On

We partner with organisations who care about doing things right, not just getting away with it.

If there's a better way to protect your people and your reputation globally, we'll help you find it and implement it.

Our compliance framework protects clients against risks that matter most when working with Freelancers and Contractors. We:

- Assess local risks before taking action
- Follow both the letter and spirit of local law
- Advise when a solution isn't safe or compliant
- Align with client advisors to ensure joined-up decision-making

When the right path is client-led, we say so - with clarity and compliance at the core.

## Our Values



Transparency



Integrity



Collaboration



Innovation



# OUR TECHNOLOGY

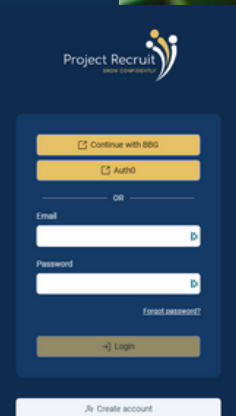
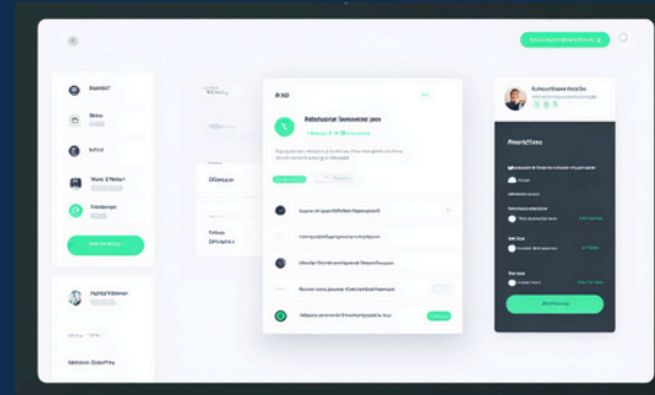
## PROJECT ENGAGEMENT PORTAL

Our new Project Engagement Portal (PEP) makes Freelancer and Contractor management simple, fast, and secure.

Key features include:

- Centralised Freelancer data and secure storage (in EU data centres)
- Automated onboarding and contracts
- Timesheet and invoice submission
- Real-time visibility and reporting
- Option to build own private talent pool of pre-vetted Freelancers

Smart Tech. Human Support.



# PROJECT ENGAGEMENT PORTAL



## Benefits for Clients & Freelancers



### For Finance, Legal & Managers

- Secure, centralised Freelancer and Contractor data
- Transparent, audit-ready records
- Faster decision-making with real-time visibility
- Reduced admin for in-house teams
- Fewer Freelancer queries thanks to prompt payments



### For Freelancers

- Prompt payment and easy tracking
- Transparent onboarding and clear contracts
- Secure document handling
- More repeat work through private talent pools

“

When Freelancers feel valued, they return - reducing time, cost, and risk.

”



## WHY CHOOSE US?

### Global Reach

Operate across 140+ countries with confidence. With established entities in key regions and on-the-ground experts, we support fast-moving media operations with local compliance and cultural insight.

### A Fully Managed Service

Unlike platform-only providers, we deliver a hands-on, fully managed service built around your business. From onboarding to invoicing, we take ownership - so you don't have to.

### Truly Bespoke Solutions

Whether you're managing a network of Freelance Writers or scaling investigative teams, our support flexes with your editorial demands.

### Compliance You Can Count On

Our proactive compliance framework protects you from misclassification, tax liabilities, and reputational risk, giving you complete peace of mind.

### Partnership Approach

Think of us as an extension of your operations team. Transparent, responsive, and media-savvy - our service model is built around your needs.



# TRUSTED WHERE THE STAKES ARE HIGHEST

From supporting Freelancers and Journalists in conflict zones, to managing multiple different contracts for one client department, our role is the same: apply the rules pragmatically, protect people on the ground, and safeguard reputations.

Independent audits from firms like PwC confirm the strength of our compliance processes.

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"We trust Project Global with all our overseas payroll because they go the extra mile to ensure we remain compliant."

Global Head of People, Fortune 500  
Company

”

“

"We needed a partner who understood the nuances of onboarding global media Freelancers. Project Global delivered a service that adapted to our pace and pressure."

Head of Compliance, Media Company

”



# READY TO PROTECT YOUR MEDIA CLIENTS' COMPLIANCE?

Let's talk.



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SCAN TO LEARN MORE

