

ABHI US Accelerator

US Employment Considerations

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Who is Foothold America?



- The trusted partner of choice for international companies testing, expanding, or scaling in the US market since 2015
- Specialists in US HR, Employment Operations and Recruitment
- Offices in both the UK and the USA

EMPOWERING YOUR GROWTH

A message from Rob Johnson



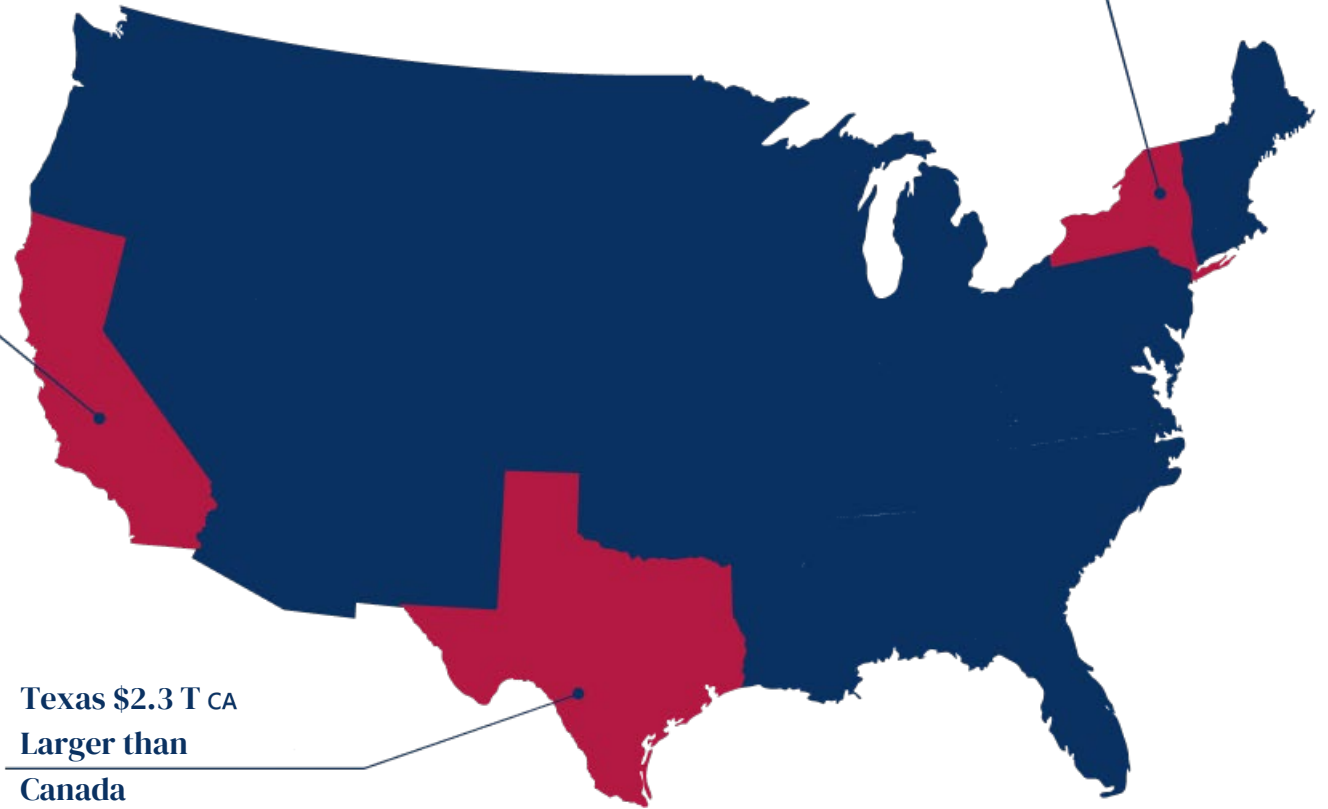


GDP comparisons

California \$4.1 T GB
Larger than the entire
UK

Texas \$2.3 T CA
Larger than
Canada

New York \$2.3 T RU
Larger than Russia



ROADMAP TO US EXPANSION

Market Research
and Strategy

Tax Planning
and Compliance

Employment and HR Setup/
Healthcare and Benefits

Marketing and
Sales Strategy

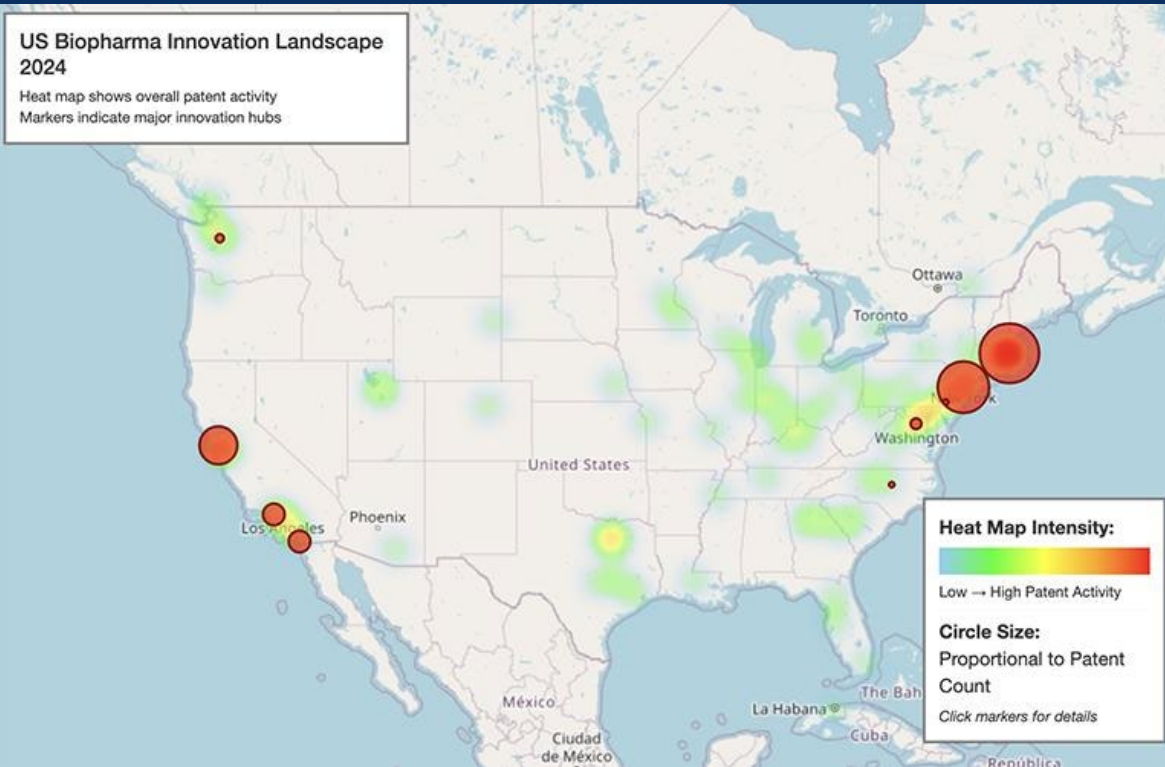
Legal Entity and
Structure

Immigration and
Visa Planning

Cultural Intelligence
and Management



Life Science Hubs



Index Score

- Talent/ education (Universities, researchers)
- Job growth in biotech and pharma
- Share of VC funding
- Innovation centres / patents
- Local economic impact

Top Hubs

- Boston- Cambridge, MA
- San Francisco Bay Area, CA
- San Diego, CA
- Research Triangle (Raleigh – Durham), NC
- New York / New Jersey

Emerging Hubs

- Washington DC / Maryland BioHealth Capital Region
- Seattle, WA
- Houston, TX
- Los Angeles / Orange County, CA
- Denver / Boulder. CO

U.S. Life Sciences Hiring

- **Candidate led market (mid–senior talent)**
- **High comp expectations: base + bonus + equity**
- **Fast processes (2–6 weeks)**
- **Candidates prioritize growth & opportunity**
- **Sell growth, pipeline, leadership**
- **High mobility; frequent job moves**



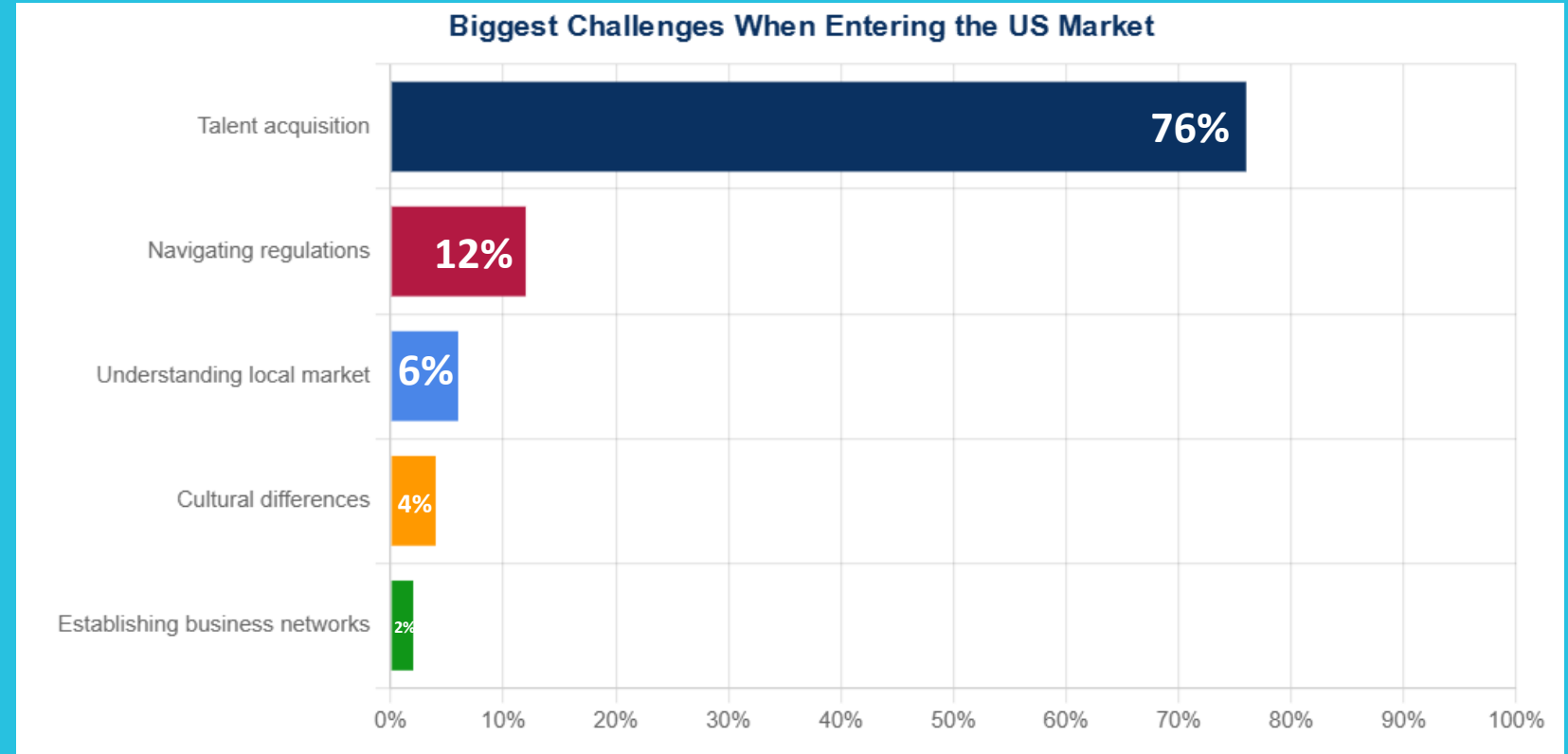
Understanding the US employees and Client Culture



- **Communication**
- **Hybrid/Remote requirements**
- **Ghosting**
- **Directness in business**
- **Match U.S. compensation levels**
- **Speed up hiring (3–4 stages max)**
- **Expect negotiation**
- **Align to U.S. structures & norms**

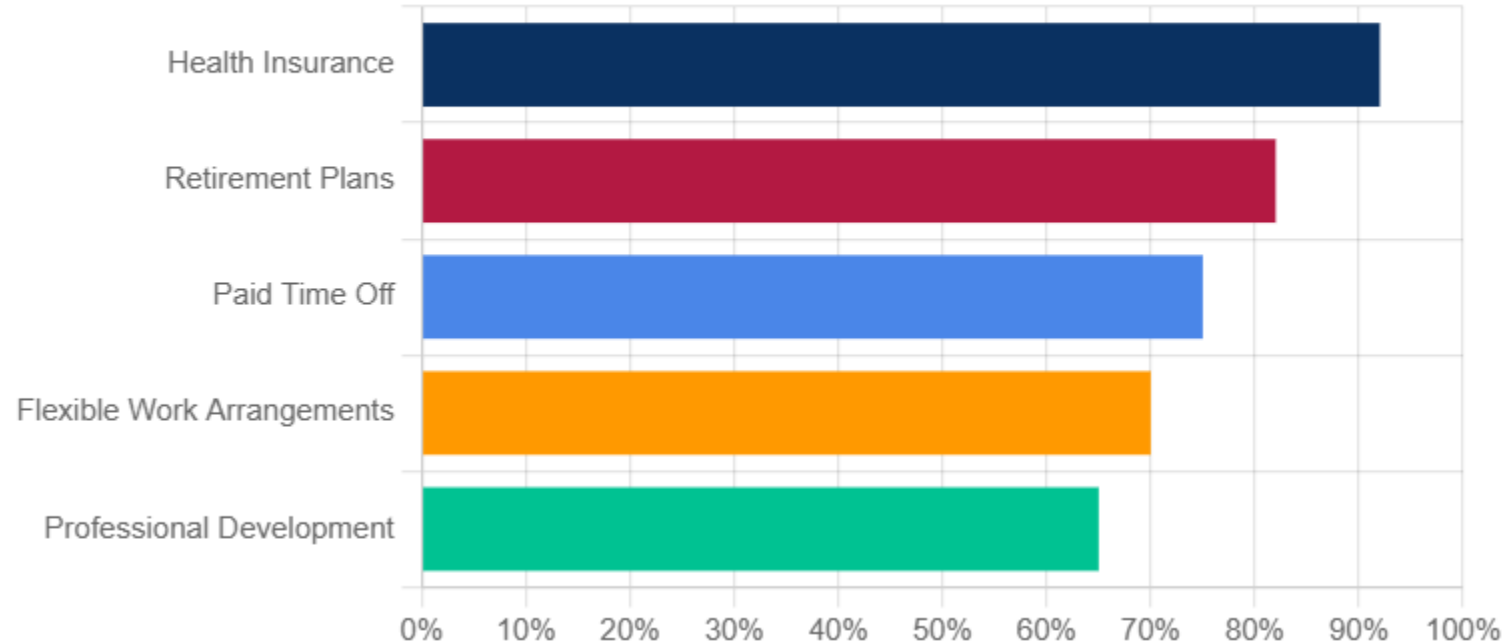
Considerations for int'l companies hiring in the US

- Location
- Market Research
- Consider tier 2 Cities
- Cost of Living
- UK vs US salaries
- Remote/Hybrid



Packages (Benefits & Salaries) to expect in the US market

Most Valued Employee Benefits in the US



Employee Budget Projection



Employee Budget Projection
Jan - July 2026

Base Salary	
Annual	\$ 200,000.00
Monthly	\$ 16,666.67
Statutory benefits	
Medicare portion of FICA	\$ 241.67
Employer FICA (Soc sec only)	\$ 871.00
Highly compensated >\$16,666/mo	\$ 0.01
Employer FUTA	\$ 35.00
State Unemployment (varies, avg is shown)	\$ 41.70
Workers Comp (varies, avg is shown)	\$ 50.00
Employer Paid Benefits for Employees	
401k 4% match max	\$ 666.67
\$50k life insurance (varies, avg shown)	\$ 9.00
Short-term & Long-term Disability (varies, average shown)	\$ 45.00
Administrative fees	
Foothold America monthly fee	\$ 650.00
Platform fee	Included
Payroll processing fee	Included
Compliance & EPLI insurance costs	Included
Cost before Health Benefits	\$ 19,276.71

We can prepare one for you!

Choice of Contributions	Premium Benefits Contribution		
	Core Benefits Contribution Employee only	Employee/Spouse	Employee/Family
Medical	\$ 705.65	\$ 1,368.18	\$ 1,775.89
Dental	\$ 43.67	\$ 56.75	\$ 95.11
Vision	\$ 5.86	\$ 7.18	\$ 8.79
Estimated Total Monthly Cost when Premium Benefits are chosen depending on coverage level chosen by employee.	\$ 20,031.89	\$ 20,708.82	\$ 21,156.50

*Scenarios are for budget comparison purposes only. In accordance with non-discrimination regulations, all employees must be offered one of the two health insurance contribution options and up to 4% salary match for 401k. Enquiring about a candidate's need for health insurance and intention to contribute to retirement is not permitted during the interview process. However, a candidate may offer this information. Additional salary for employees not electing health insurance should not be offered.

FICA – Federal Insurance Contribution Act (Social Security portion shown above) 6.2% up to \$184,500 annual salary Medicare portion of FICA = 1.45% of all salary, addl tax of .9% over \$200k

FUTA – Federal Unemployment Tax Act .6% of salary up to first \$7,000 of wages

SUI – State Unemployment Insurance – varies by state, estimate of 5% of first \$10k of salary

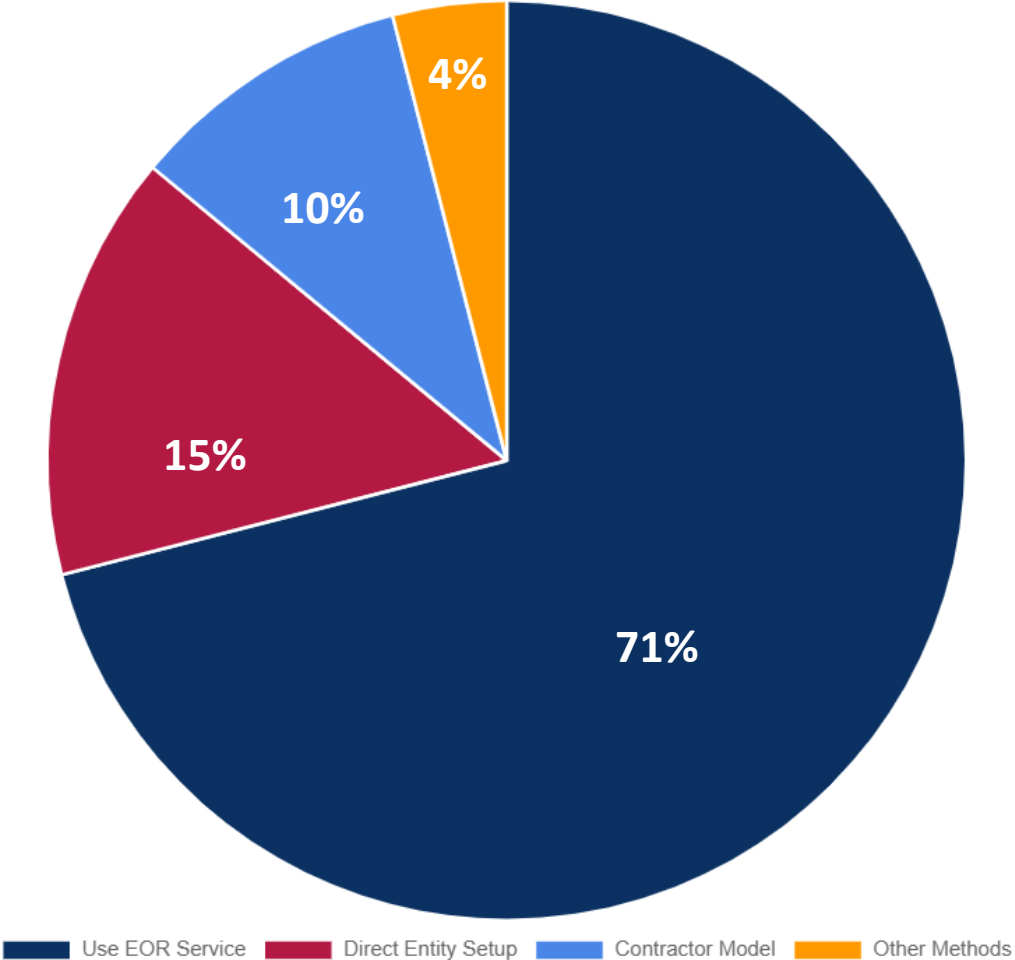
Workers compensation – varies by state, estimate of \$1.00 per \$100 of wage

Deposits & One-time costs	
Monthly Salary	\$ 16,666.67
1.5 month's salary deposit	\$ 25,000.01
Background screening fee	\$ 235.00
Onboarding fee (one time per employee)	\$ 500.00
Total fees & deposits	\$ 25,735.01



Employment Models for Intl Companies to Consider

EOR Service Usage for US Market Entry



Employment Models:

- Employer of Record
- PEO+ Cross Border support
- Direct Hire
- Contractors

EMPLOYER OF RECORD (EOR)

- Enter the U.S. market without heavy upfront costs
- Hire quickly - onboard in as little as 5 days
- Lower the risk of market exit
- Focus on growth, not red tape



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No US bank account



Turnkey hiring without
a US entity



Short-term contract



PEO+ CROSS-BORDER SUPPORT

- **Deploy UK employees to your U.S. subsidiary**
- **Access comprehensive healthcare plans via a PEO**
- **Gain greater control over benefits**
- **Flexible, tailored HR support**



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F

Ideal for employees on residential business visas

F

Turnkey co-employment through your US entity

F

Perfect for 5 to 50 employees

F

EXCLUSIVE TALENT ACQUISITION (ETA)

- Available as an add on to your chosen service: EOR, PEO+, or PPS
- Specializes in key US sales, account manager, and country manager roles
- Support with job specs, ads, resume screening, interviews, and offer negotiation



Experts at filling the key positions clients want



Local salary and talent hub experts



Below market rates & payment terms



Boots on the Ground

Impact vs Risk

With US Based Employees

- Stronger credibility with candidates, partners & clients
- Embedded local networks (KOLs, CROs, investors)
- Faster hiring, execution & decision-making
- Real-time market insight (competition, regulation, pay norms)
- Stronger clinical, commercial & partnership delivery

Without Local Employees

- Lower trust & weaker employer credibility
- Limited in-market networks and influence
- Slower hiring and commercial execution
- Poor visibility on market dynamics & compensation norms
- Higher risk of delayed trials, partnerships & launch success



Differences in Risk Tolerance and Language

UK:

More cautious approach,
valuing stability and
minimizing risk.

Viewed with more
skepticism, seen as
boastful or unnecessary.

Risk
tolerance

Self-
promotion

US:

Generally higher tolerance
for risk-taking and
innovation.

More encouraged and
accepted, seen as a way to
showcase skills.



Differences in Work Style

UK:

More measured, valuing building relationships and consensus..

Values work-life balance, with shorter hours and mandated vacation time.

More hierarchical, with respect for titles and established chains of command.

Pace

Work-life balance

Hierarchy

US:

Fast-paced, valuing efficiency and quick decision-making.

Often prioritizes work, with longer hours and less emphasis on vacation.

More egalitarian, with easier access to superiors and informality in titles.



Top tips when hiring in the USA

Build your talent profiles, roles, salaries, location

Location is important in determining salary levels

Your employment budget

Understand full costs; salary, taxes, benefits (HEALTHCARE!) administration costs. Could be up to 35%+ on top of salary offering

Healthcare

A 'good' healthcare/benefits plan will support attraction and retention of staff

Consider your hiring timeline

It can be very quick due to 'at will' agreements and state-of-play -of current employment market

Ensure a comprehensive onboarding experience

Managing onboarding remotely can be a challenge

Use specialists to support you

Tax, Recruitment, Immigration, HR (Payroll, benefits, 401k pension providers)



Q&A



Thank You!

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