



RLC OUTSOURCING
RELIABLE . LABOR . COMPLIANCE

COMPANY CREDENTIALS

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WE ARE YOUR TRUSTED BUSINESS PARTNER

Your Complete HR & Employment Solution in Thailand

We are your comprehensive HR and employment service provider in Thailand, offering complete solutions from Payroll, EOR (Employer of Record), Visa & Work Permit processing, to HR Outsourcing and HR Consulting.

Our Core Services



PAYROLL OUTSOURCING

More than just payroll processing. We provide timely consultation, on-time execution, and help reduce costs and time spent on organizational operations.



EMPLOYER OF RECORD (EOR)

We manage the entire employment process, including all administrative tasks, while ensuring full compliance with Thai labor laws – allowing you to focus on growing your business.



VISA & WORK PERMIT

We handle visa and work permit applications for your employees accurately and on time, ensuring proper legal compliance.



HR CONSULTING & OUTSOURCING

Specialized consultation and customized HR system implementation for growing businesses and established organizations looking to optimize your HR processes.

WHY CHOOSE RLC?



HR experience since

2015

Trusted by

300+

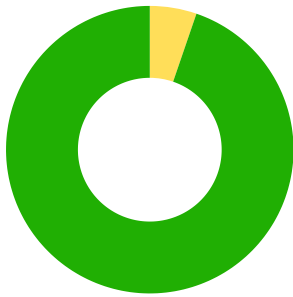
Companies

Managing payroll

3,980

employees / month

Success Rate on Visa



95%

Providing visa &
work permit for

300+

cases

We are experts in HR and Thai labor law, delivering end-to-end solutions that reduce risk and enhance business agility.

**"RLC – Your Trusted
HR Partner"**

Managing end-to-end
employment for

260+

EOR employees / month

Providing consultation and
problem-solving for

4,400+ 

Hours

TRUSTED BY OVER 100 LEADING COMPANIES IN THAILAND AND INTERNATIONALLY



WHAT OUR CLIENTS SAY



SARANRACH JEDJAROENNUKU
People & Organization Professional

Before switching to RLC, I had used a global payroll provider with a local presence in Thailand. However, the process was complex, requiring multiple layers of communication, which often led to communication issues. Working with RLC has been a very positive experience. The team is fast, transparent, and highly responsive. They reply to emails promptly, make everything easy, and are always ready to help – even in urgent situations. If you are looking for an HR outsourcing partner that is responsive, efficient, and truly professional, RLC is the best choice.



PATRICK NOLAN
UWE Online Operational Manager and Partnerships Advisor: Asia Pacific

RLC team provided me with full support throughout the entire visa and work permit process. Their professionalism, punctuality, and attention to detail truly impressed me. All documents were carefully prepared, and the team supported me at every step. This was extremely helpful, especially as my Thai language skills are limited. What I appreciated most was how they made the entire process simple and stress-free, allowing me to focus on settling into life and work in Thailand without worrying about paperwork or immigration matters.



NATHAPOOM UERVORASAKCHAI
Managing Director (The Decorum)

Since RLC began supporting our HR operations, our HR workload has been significantly reduced. This includes payroll processing, payslips, documentation, and coordination with government authorities. Their support has helped reduce administrative burden, save time, and clearly minimize internal HR errors. RLC is a highly responsive team that is always ready to assist. Even when they are unable to respond immediately, they follow up promptly, which gives us confidence and peace of mind in working with them.

ARE YOU FACING ANY OF THESE CHALLENGES?



Thai Organizations

Thai labor law is complex. Managing payroll, tax, and social security requires significant time and expertise. Without a dedicated HR team, organizations may face operational issues and compliance risks, and lose focus on core business growth.

“RLC Outsourcing helps reduce HR complexity, lower people-related costs, and enables teams to focus on what truly drives business growth.”



Foreign Companies

Expanding into Thailand comes with HR and compliance challenges. Without local HR expertise and a clear understanding of Thai labor law, managing payroll, tax, and social security becomes complex and high-risk.



Established Organizations

Many organizations face challenges with onboarding, payroll, and compliance systems that are not fully integrated. Limited HR support can reduce operational flexibility and increase compliance risks, impacting overall business performance.



ABOUT RLC OUTSOURCING

Founded in 2015 by HR professionals with extensive experience in both international and Thai markets, RLC Outsourcing combines deep knowledge of Thai labor laws with a practical business mindset.

We help organizations recruit, manage employees, and scale operations safely, efficiently, and free from legal concerns.

Our team consists of Thai and international experts, many with public sector experience, ensuring your employees can work and thrive in Thailand from day one.



Our clients' success
is our measure of success



SOLUTIONS FROM RLC



End-to-end HR and expatriate employee management services



Local experts with in-depth knowledge of Thai labor law and business practices



Full compliance with Thai labor regulations and statutory requirements



End-to-end support, allowing you to focus fully on growing your business



PAYROLL OUTSOURCING

We help organizations manage payroll, tax, and social security efficiently, accurately, and in full compliance with Thai regulations.

Scope of Service

Gross-to-net payroll calculation, personal income tax and social security management, payroll and tax reporting, e-payslips, secure payment systems, and accurate maintenance of up-to-date employee records.

Why Choose RLC for Payroll?



Business-Aligned Solutions

Our services are fully customizable to match each client's business structure.



Fast & Responsive Support

We provides prompt support, helping you resolve issues quickly and move forward.



Payroll & Tax Expertise

Our payroll and tax specialists handle all statutory submissions, including social security and online tax filing.



Support Complex Payroll

We manage complex payroll requirements, including variable income, allowances, and entry-exit payroll calculations



EMPLOYER OF RECORD (EOR)

RLC becomes the "Legal Employer of Record" for your organization, allowing you to employ staff in Thailand without establishing a legal entity.

Scope of Service

Complete employment management service where RLC acts as the legal employer on your behalf, handling all labor law compliance, employment documentation, and employee administration throughout the employment period – including visa and work permit support.

Why Choose RLC for EOR?



Payroll, Tax & Benefits Management

Accurate payroll processing with full management of tax, SSO, and employee benefits.



End-to-End Employment Administration

We handle all employment documentation and HR administration under the EOR.



Thai Labor Law Compliance

Employment contracts and HR practices aligned with Thai labor laws and regulatory requirements.



Dedicated HR Support

Expert HR support to resolve issues quickly and help your business operate with confidence.



VISA & WORK PERMIT

Expert consultation on visa types and work permits, along with complete application processing for foreigners and employers in Thailand.

Scope of Service

- Provide consultation on the most suitable visa and work permit types.
- Plan and manage the overall timeline and process.
- Prepare and review documents before submission.
- Submit applications to relevant authorities, such as Immigration and the Department of Employment.
- Follow up and coordinate with government agencies.
- Monitor and notify clients of renewals and deadlines (visa, work permit, 90-day reporting).

Types of Visas and Work Permits We Provide

- Non-B Visa (e-Visa)
- Non-O Visa (e-Visa)
- BOI Non-Immigrant B Visa (Non-IB)
- Digital Work Permit (Thailand)
- Work Permit Renewal

Other Services

- Non-Immigrant B Visa Renewal
- Change of Visa Status (Tourist Visa to Non-Immigrant B Visa)
- Visa Transfer Due to Change of Employer (BKK to BKK)



HR CONSULTING IN THAILAND

Providing strategic HR advisory services for organizations of all sizes to enhance the efficiency of internal HR processes.

HR OUTSOURCING

RLC acts as your external HR department, managing all HR functions or selected areas based on your business needs, allowing your organization to operate more efficiently and stay focused on core business priorities.

“Let RLC manage your HR operations for you”



HR CONSULTING

HR consulting and system implementation services tailored to each organization's specific challenges and needs, with clearly defined scope, objectives, timelines, and measurable outcomes.

“Let RLC strengthen and improve your HR systems”



HR OUTSOURCING

RLC offers customizable HR outsourcing services tailored to each client's requirements, allowing businesses to focus on core operations while ensuring accurate, efficient, and well-structured HR management.

Scope of Services



Payroll and employee benefits management



Performance Management System (PMS) administration



General HR administration and operational support



Employee data and personnel records administration



Labor law compliance and regulatory requirements management

What's Included in the Service



HR advisory services, including employee relations consultation



Review and advisory on HR policies and employee handbooks



Acting as a liaison between the company and employees



Preparation of employment documents, such as employment contracts, payroll records, and termination letters



Employee onboarding and offboarding, including new hire setup, employee transfers, and resignations or terminations

HR CONSULTING

RLC provides professional HR consulting services to help organizations focus on their core business while building effective, compliant, and sustainable HR systems.

In-Depth HR
Analysis

Project-Based
HR Planning &
Implementation

Clear &
Measurable
Performance
Management
Systems

What's Included in Our HR Consulting Service?

1

Organizational Issue Analysis

Identify HR challenges impacting operations and performance.

2

Data Collection

Gather key employee data, workflows, and HR policies.

3

Issue & Gap Analysis

Identify gaps between current practices and business goals.

4

HR System & Process Design

Design HR systems aligned with organizational needs.

5

Implementation Support

Support execution to ensure practical and effective use.

6

Ongoing Review & Improvement

Monitor results and continuously improve HR processes.



READY TO LET RLC HANDLE YOUR HR AND EMPLOYMENT NEEDS?



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