

# FAMOUS INTERNS WHO CHANGED THE COMPANY

A PLAN TO: ATTRACT  
TOP INTERN TALENT WITH  
EMPLOYER OF RECORD SERVICES

# SOPHIA AMORUSO

## Sophia Amoruso and Nasty Gal Apparel

Sophia Amoruso is a well-known entrepreneur and founder of the fashion company Nasty Gal. However, her journey to success began as an intern when she was just 22 years old. While still interning, Amoruso created an eBay account where she sold vintage clothing she had collected from thrift stores.

Soon she started a company called Nasty Gal, and in 2012, the company generated over \$100 million in revenue, making Amoruso one of the youngest self-made female millionaires in America.



# ROGER GOODELL

## Roger Goodell and The NFL From Intern to Icon

Roger Goodell's internship experience played a significant role in his successful career. He started as an intern with the NFL in 1982 and quickly worked his way up the ranks, holding various positions in the league's operations, administration, and communications departments.

Goodell's internship experience allowed him to develop a deep understanding of the NFL's culture, history, and traditions. This knowledge was invaluable when he became Commissioner and had to navigate the league through various challenges.

Goodell's successful internship was a testament to the NFL's commitment to developing its employees and creating a supportive environment for learning and growth. This has helped to attract and retain top talent within the league, which has contributed to the NFL's overall success and popularity.



# 8 Secrets: How Your Competitors Attract Top Talent Interns & Build Successful Programs

## 1 Offer Valuable Hands-On Experience

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The best companies offer interns the opportunity to work on real projects and gain practical experience in their field.

## 2 Provide Mentorship and Guidance

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A strong mentorship program can help interns develop their skills and grow professionally.

## 3 Offer Clear Career Paths and Growth opportunities

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Companies that offer clear career paths and opportunities for advancement are more likely to attract top talent.

## 4 Offer Competitive Compensation and Benefits

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Interns want to be fairly compensated and paid time for their work, and companies that offer competitive pay and benefits are more likely to attract the best interns. By offering competitive compensation, companies can show their interns that they value their contributions and are invested in their success.

## 5 Foster a Positive and Supportive Work Environment

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Interns want to work in a positive and supportive environment that encourages learning and growth. A positive work environment fosters a sense of belonging, and it helps interns feel valued and motivated. The talent pool for good interns is small, so focus on the rewards your company offers an intern.

## 6 Provide Regular Feedback and Performance Evaluations

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Give them specific projects. Regular feedback and performance evaluations help interns understand their strengths and areas for improvement. Feedback can be given in the form of constructive criticism, praise, or specific suggestions for improvement. This information can be used to help interns set achievable goals and track their progress over time.

## 7 Encourage Intern Involvement in Projects and Initiatives

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Companies that give interns the opportunity to work on projects and initiatives that align with their interests and career goals are more likely to attract the best interns. By giving interns the chance to take ownership of their work and contribute to the company's success, they feel valued and motivated to do their best.

## 8 Great Companies Hire Top Talent Quickly

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By utilizing an employer of record, companies such as TCW Global or Staffing Nation who are experts in helping to hire a contingent workforce quickly, a company can streamline and speed-up the hiring process. This allows a company to focus on training and developing their interns while the service provider handles the administrative tasks.

# How Employer of Record Services

# CAN HELP YOU ATTRACT TOP INTERN TALENT

## 1

### THEY HIRE FAST

If you want to be a top company, you gotta bring in the best people pronto! Lucky for you, you can make it happen fast and easy by teaming up with an employer of record, contingent workforce, or payrolling services company like TCWGlobal or StaffingNation.

## 2

### THEY SAVE YOU LOTS OF MONEY

EOR services will handle tax submissions for all applicable countries and will be accountable for any penalties resulting from inaccurately filed reports or documents. Despite initial concerns that utilizing an EOR service may incur substantial costs, the reality is that it is a financially prudent decision.

## 3

### THEY DO ALL THE WORK

That means you can focus on training and grooming your interns while the service provider takes care of all the boring admin stuff. With your dream team in place, you'll have all the know-how and skills to lead the way in innovation, boost productivity, and smash those business goals out of the park!

## 4

### THEY KNOW ALL THE STEPS

These people are experts at streamlining the hiring process and getting those top talents on your team before you can say, "I'm the boss."

# BRIAN ACTON

## Brian Acton and WhatsApp

Brian Acton is a famous tech entrepreneur who got his start as an intern at Google. While at Google, he worked as a software engineer and was part of the team that developed the original version of the popular messaging app, WhatsApp.

However, despite the app's early success, Acton left Google in 2007, before WhatsApp had truly taken off. Acton helped grow WhatsApp into one of the most popular messaging apps in the world. Eventually, the company caught the attention of Facebook, who acquired WhatsApp for \$19 billion in 2014.



## HOW TO BUILD AN INTERN PROGRAM THAT WILL TRANSFORM YOUR BUSINESS

Internships have been around for ages, so why are they still so important today? Internships are a great way to unlock untapped potential and build a pipeline of future employees. But, if you don't have the right approach to your intern program, it can be an expensive and time-consuming waste of resources. In this article, we'll show you how to build an internship program that will transform your business forever by focusing on goals, target audience and onboarding process.

### What is the main goal of your intern program?

The first step in building an intern program is to determine what your goals are. If you're looking for someone who can sit around and do nothing, then you're going to be disappointed with the results of your program. However, if you have concrete objectives that need accomplishing and don't have time or resources to get them done internally (or maybe even if they do), then interns could be exactly what your business needs.

The next step is to determine what kind of intern program you want. Do you want someone who can come in and work from 9-5 every day? Maybe you have a flexible schedule and would rather have someone come in for a few hours each week. You can also consider whether or not it's important for your interns to be local or out of state/country (or even planet).

# Simplifying Remote Intern Hiring with an Employer of Record

An Employer of Record (EOR) can simplify the process of hiring remote interns by taking care of many administrative and compliance tasks on behalf of the company. Some benefits of using an EOR for hiring remote interns include:

1. **Compliance with local laws:** An EOR can ensure that the company is in compliance with local labor laws, including minimum wage, tax, and employment regulations in the region where the intern is located. At TCWGlobal, we do that for 150+ countries.
2. **Streamlined onboarding:** An EOR can handle the process of hiring and onboarding the intern, including contract negotiations, payroll setup, and tax compliance.
3. **Access to talent pool:** An EOR can provide access to a large pool of talented candidates, making it easier for the company to find the right intern for the job.
4. **Reduced administrative burden:** By outsourcing HR and payroll functions to an EOR, the company can reduce the administrative burden associated with hiring remote interns and focus on more strategic tasks.
5. **Cost savings:** An EOR can help the company save money by eliminating the need to set up and maintain HR and payroll systems in multiple locations.

**Overall, using an EOR can make hiring remote interns much simpler by streamlining the process and taking care of administrative and compliance tasks on behalf of the company. TCWGlobal offers a variety of services to help you find, manage and retain your remote interns.**

# WHO IS TCWGLOBAL

Founded in 2009, TCWGlobal values beautiful design, constant alignment, and memorable service. With a team of 150+, we payroll in over 150 countries, and we offer turn-key solution for managing all things contingent workforce. We believe in providing the best old-fashioned customer service because we believe that every connection counts.

## WHAT WE DO

**Sit back and relax, we'll take care of everything!**

Rapid Onboarding

One Point of Contact

Payroll & Timekeeping

Best Customer Service

VMS - Vendor Management System

place contingent talent and vendors in one place

Phone/Chat/Email Support

W2, Benefits & Prescreening

End of Assignment Management



# PAYROLLING

## THE VALUE

### You find the talent, we do the rest!

At TCWGlobal, your company can hire workers across the globe. We are your **one-stop employer of record solution**. Payrolling workers instead of managing them internally saves you time and money. We mitigate liability so you can focus on what you do best.

### Choose Us!

- W2/1099 processing
- Workers compensation
- One invoice for all services
- Dedicated customer service
- Time and expense tracking for workers
- We handle GST/VAT according to local law
- Currency conversion built into markup rate
- Payroll rates vary by country and by worker
- Increase worker retention and satisfaction by saving time

We're your contractor  
and compliance  
experts!

# OPRAH WINFREY

**One such success story is that of the famous television personality and media mogul Oprah Winfrey.**

Oprah Winfrey got her start in the media industry through an internship at a local radio station in Nashville, Tennessee, while she was still in high school. She was a gifted public speaker and was offered a job as an on-air personality at the radio station after just a few months of interning.

Oprah continued to work in radio and television for many years before launching her own television show, "The Oprah Winfrey Show," which aired for 25 seasons and made her a household name.



## Why is hiring remote interns important?

If you're looking for a way to find talent and keep your business competitive, hiring remote interns is an excellent strategy. With this approach, you can hire interns from anywhere in the world. You don't need to limit yourself just because they live in another country or state – you can even hire international students studying abroad who are interested in working for your company!

When it comes down to it, hiring remote interns gives businesses a huge advantage over their competitors: by expanding their search for qualified candidates beyond their local area (and even beyond borders), companies are able to tap into a much larger pool of potential employees than ever before. In addition, since many people are hesitant about relocating from home when starting out on their career path, this gives everyone involved more flexibility than ever before too!

## Hiring remote interns can have a positive impact on your business.

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Hiring remote interns can help your business grow. The right intern will be able to do more than just the tasks assigned to them, which means that they'll be able to take on more responsibilities and make an impact in areas outside their core competency. As they progress through the internship program, they'll become more knowledgeable about how things work at your company and what you need from them as well as other employees who work there full-time (if any).

This helps everyone involved because it improves processes across departments by making sure everyone has a clear understanding of what needs doing and why at every stage of development or production.

Hiring remote interns can help attract top talent. When people know that there are opportunities outside their geographic area available within an organization like yours, they're likely going to want those jobs instead of ones closer by because they offer better pay or benefits packages than those other places would provide. These perks may even include access onto bigger projects within specific industries where demand exceeds supply locally but not nationally/internationally yet! The result? More competition among potential candidates who have similar backgrounds but different experiences based on where each person lives currently versus where they grew up originally (like yourself). This means higher chance for success when trying out new ideas because others won't think twice about questioning whether something might fail before even trying anything innovative firsthand.



# BARAK OBAMA

## Barak Obama and The Presidency

In the summer of 1989, Obama was a student at Harvard Law School, and he secured an internship at Sidley Austin, a prestigious law firm in Chicago. Obama worked under a young attorney named Michelle Robinson, and the two quickly hit it off.

Obama impressed his colleagues with his intellect, work ethic, and charisma, and he was eventually offered a full-time position at the firm. However, Obama had other plans and declined the offer to pursue a career in public service.

Ok maybe Obama didn't change his law firm, but as president of the United States he ended up making laws. We'd say that was pretty amazing for a guy who started as an intern.



# INTERNATIONAL EXPANSION



## 2023 Achievements

**75+** new international clients

**1K** doubled the number of international external employees

**100%** GDPR compliant

### TCW manages

**500** clients     **12K** workers

**50** states     **190** countries

**#WeGotYou**

## When you need us, we're there.

**7** direct global entities

- |           |             |
|-----------|-------------|
| Australia | Israel      |
| Brazil    | Netherlands |
| Germany   | New Zealand |
|           | Budapest    |

## Alignment

We provide our clients with one main point of contact for all countries we do business in and manage the relationship with our local teams to ensure that we can communicate the clients' needs and culture internationally.

## Compliance

We consult our clients to ensure they follow compliant business practices in each country they employ workers in. Employment laws are very different from one country to another.

# Questions? Contact us.

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