

Consolidating Global Growth

Comprehensive PEO Services for Rapidly Expanding Companies



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Global PEO Services (GPS) offers PEO solutions across 170+ countries. GPS provides talent acquisition, HR, benefits, payroll, tax, and compliance services and allows companies to hire employees fast, test new markets, and quickly respond to growing business needs.

Our Client created a single application that spans the entire software development lifecycle. Their objective was to eliminate silos that required overhead to integrate, manage, configure and maintain the DevOps lifecycle. Their product allows people to speed up their workflows to deliver better software, faster.

Considering our Client has the world's largest all-remote organization, with over 1,300 team members in 68 countries and regions, it made sense for them to partner with Global PEO Services (GPS). With hundreds of thousands of organizations using and contributing to their software, GPS was determined to provide a great experience for their employees.

Centralizing a Fragmented Workforce

As a global company, our Client had employees all over the world. Due to their rapid growth, they hired many of these employees as contractors or used multiple PEO providers, depending on their needs. But as they matured, they realized they wanted to have all of their employees under one PEO provider to simplify the process.

Our Client was highly dissatisfied with the PEO providers they were using. They often encountered issues with rigid operations, procedures, and terms that had been set in place. In addition to this, they were regularly hit with unexpected fees and hidden charges.

GPS became a clear solution as we presented a clear and defined pricing model. No unexpected fees, no surprise charges. Our Client was confident we could provide flexibility with operations and continuity of services, regardless of the country. The GPS global footprint, combined with our transparent and flexible service, ultimately led to our Client's decision to make us their sole PEO provider.



Flexible Global Growth Solutions

It's difficult for rapidly growing companies to find a PEO provider that can assist with employees in any country. As a result, many companies are required to hire several PEO providers to meet their needs. This can cause confusion, miscommunication, inconsistencies, and overall frustration.

PEO Support

GPS was the Hire-to-Retire solution for 56 employees in seven countries, including Costa Rica, Chile, India, Philippines, Denmark, Kenya and Latvia. We were able to resolve all challenges, such as transitioning the Denmark employees' existing pension to GPS. This meant we needed to work closely with the existing pension provider, in addition to collecting all the existing pension information from the employees.

Compliance Project

In addition to supporting and managing the employment needs, the Client requested a complete compliance audit for 65 countries of operation. Amidst growing government regulations and complexity, GPS ensured compliance for tax, labor, legal, HR, social, security and payroll data. These projects help Clients avoid significant fines and penalties, while empowering an effective growth strategy.

Legal Entity Support

Our flexible solutions also enabled our Client to request assistance with a legal entity setup in South Korea, Singapore and France. In addition to the incorporation support, we provided accounting services to support their continued operations in France.

GPS is the only PEO provider with over 20 years of experience helping companies expand to new markets. As an employee-centric company, our Client wanted to provide benefit options and a positive experience for their team. GPS was able to offer flexible employment contracts, benefit options and more to tailor the experience to each employees' unique needs.

Making an Impact

Our Team is dedicated to delivering measurable results for our Clients. The PEO services were provided according to the Client's timelines to empower their people and drive growth.

- The Client now views GPS as a long-term partner that can help them consolidate all employees under one PEO provider.
- Consistent collaboration and open dialogue with the Client, their employees, and other vendors provided a positive experience for everyone involved.

A Professional Employer Organization (PEO) or Employer of Record (EOR) allows companies to hire employees without having to set up legal entities in foreign jurisdictions.



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