



## CASE STUDY

---

# Setting Up 47 Employees in 14 Different Countries

### The Situation

A private equity firm was acquiring a carveout from a multinational hardware manufacturer. The transaction involved more than 3,000 employees, both U.S. and international, in total.

Part of the deal involved 47 employees spread across 14 countries in three global regions: Europe, Latin America, and Asia.

### The Problem

The buy-side team was focused on managing the transition of the U.S. employees and the other larger countries. Setting up 14 subsidiaries for 47 employees was not possible in the short timeframe to deal close, and the buy-side team did not want to set up long term. To even begin to try to set up the entities would represent a disproportionate administrative and cost burden for such small headcounts especially if another solution was available. However, they did want to retain the employees.

### Our Solution

Globalization Partners effectively became an extension to the buy-side team, starting with access to the data room to undertake a review of contracts and benefits. We presented our recommendations to provide like-for-like benefits on a country-by-country basis, including suggestions for replacement of on-site benefits which could not be replicated by the buyer.

In addition, we reviewed employment contracts and devised a solution for each country to keep the employees whole, including those under TUPE legislation. We developed messaging for the client to communicate to the employees, and followed up to answer individual questions.

We engaged the global workforce through our already-established subsidiaries around the globe.

### The Outcome

Our expertise provided reassurance that they were leaving the low-headcount international employee population in safe hands, and the client was able to focus on the main employee population, which represented around 98% of the headcount in the overall deal. All employees that the client wished to retain moved over, and Globalization Partners continued to provide employer of record services for this employee population. The client has since returned to request assistance on another deal and recommended us to another firm, who we also now work for.

# Thank You

888-855-5328

[info@globalization-partners.com](mailto:info@globalization-partners.com)

Globalization Partners  
265 Franklin St., Suite 502  
Boston, MA 02110

[globalization-partners.com](http://globalization-partners.com)

