Case Study: Spryker

Use Case: Hire Top Engineers

Spryker had global ambitions. But just as they were gearing up to expand into global markets, including the U.S., U.K., and the Middle East, the COVID-19 pandemic hit—prompting them to go remote-first and open their doors to the best talent anywhere in the world.

> **Our hypergrowth was only possible because we had support from a vendor like Oyster that enabled us to onboard talent all over the world.**
>
> **Stefanie Zander**
> Senior People Operations Manager at Spryker

Spryker

	Before	After
1	No knowledge or expertise to hire compliantly.	Create locally compliant contracts.
2	Lack of dedicated resources inhouse.	Receive guidance on legal requirements and best practices, time saved on doing manual research.
3	Lack of analytics in their existing HRIS to make data-driven people decisions.	Bob helped to capture, store, and track employee data and automate routine HR tasks and processes while offering robust people analytics capabilities.

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Case Study: Neon

Use Case: Hire Talent & Assist with Relocation

They needed a top-notch engineering team with very specific expertise, so they didn't want to be limited by geography in their search for developers. They knew it would be easier to find the right people by tapping into the global talent pool.

"

Oyster has helped Neon to grow very rapidly because they provided us with a safe environment to hire people, bringing them on board very quickly. Plus, they make sure that we're being compliant in all the locations where we hire, without the need to establish a subsidiary in those locations.

Adrian Torres
People Operations Manager at Neon

"

Oyster

NEON

	Before	After
1	Admin work was tedious and time consuming.	High quality of customer support & ease of use of the platform.
2	Difficulty to Scale quickly.	Ability to recruit talent anywhere in the world.
3	Relying on contractors meant that they worried about compliance and misclassification.	Peace of mind about being compliant with local laws and regulations in each jurisdiction.
4	Difficulty providing relocation assistance to employees.	Visa & relocation support when needed.

Case Study: Interledger

Use Case: EOR Migration

For Interledger, having their international team split up across a confusing array of systems meant a lot of time-consuming admin work keeping up with all their different requirements. It was also hard to manage their workforce since people were on-boarded through different systems.

"

We can hire more quickly. We can make more robust offers because we're able to check out the cost calculator and the benefits in advance. We're able to stay compliant. We're able to avoid pitfalls because there are people to help you every step of the way.

Amber Marie
HR Manager at Interledger

"

Oyster

Interledger

Before

1. Global team fragmented across multiple PEO and EOR providers.

2. Slow process for onboarding global talent.

3. Difficulty to ensure a consistent employee experience.

After

Everything living in one platform with a migration process that is seamless.

Top notch service and support to ensure quick onboarding experience.

Ability to hire worldwide and offer benefits to all employees.

Case Study: Lokalise

Use Case: Access Global Talent

Since their translation management software enables companies to expand into new markets and connect with customers worldwide, it was only natural that Lokalise, too, wanted to access global talent markets and build a world-class team. With top-tier customers signing up for their product, they needed to scale a top-notch global team to keep pace.

> "
> **With Oyster, we can attract the very best talent into Lokalise and get to them faster than other companies.**
>
> **James Corfield**
> Director of Talent Acquisition at Lokalise
> "

Oyster

lokalise

Before | After

1. **Before:** Geographically constrained in their search for talent.
   After: Ability to hire worldwide with a fast and compliant hiring process.

2. **Before:** Expensive, time consuming and a huge administrative burden to set up own entities.
   After: Ability to hire, pay and provide benefits through Oyster.

3. **Before:** Inability to provide an equitable employee experience based on locations.
   After: Ability to offer an equitable employee experience regardless of where people are based.

Case Study: Utility Warehouse

Use Case: Build a world class Engineering team

Engineering talent is in such high demand that Utility Warehouse needed the ability to hire anywhere—and to do so quickly and without unnecessary risk.

> **It's been a really positive experience. Everything I've needed, they've been really responsive and I've always had a really good level of service. The feedback from our employees on the Oyster platform has been very positive. Anytime they've had any challenges or issues, it's been a really fast turnaround in terms of acknowledging the problem and working on a solution.**
>
> **Robbie McMillan**
> People Business Partner at Utility Warehouse

Oyster

UW Utility Warehouse

Before

After

1. Lack of resources in HR and Finance Teams to support an international workforce.
   → Ability to scale quickly while also saving time and money by not having to look up employment laws and hire lawyers.

2. Team was bogged down in details of navigating the administrative and local complexities.
   → Local expertise and in house country knowledge to make decisions quickly.

3. Inability to scale quickly and effectively.
   → Speed of hiring to be fast and nimble with their talent strategy .

Case Study: Pacific Institute

Use Case: Contractor Conversion

Pacific Institute needed to expand beyond its U.S. headquarters. With research projects and advocacy efforts around the world, they needed to build a global team to keep pace.

> "There's also the benefit of having staff who get vacations and get their holidays in their home countries. That creates an environment of more satisfied staff and more productivity, and that's an added benefit of this relationship with Oyster.
>
> **Pete Stanga**
> Chief Operating Officer at Pacific Institute

Oyster

PACIFIC INSTITUTE

Before

1. Inability to provide an equivalent employment experience for their global staff.

2. Budget and resource constraints to handle HR and relationship of staff overseas.

3. Inability to scale quickly and effectively.

After

Conversion of contractors to full time employees to provide an equitable experience.

Country specific knowledge and expertise worldwide to ensure a smooth experience.

Easily scale a global team without the effort and administrative overhead.

Case Study: Latana

Use Case: Transition from Remote

Berlin-based Latana wanted to build a globally diverse team. They decided to transition to a remote-hybrid workplace in order to bring in talented professionals from around the world.

"

We switched to Oyster and I can only say that there was a lot of pain before, which has been relieved now. It's always a very easygoing, quick-solution-finding attitude with which the collaboration works.

Liz Brisker
Senior People Ops Generalist at Latana

"

Oyster

Latana

	Before	After
1	Navigating employment laws in other countries and setting up legal entities was a daunting task.	Save the time, effort, and legal expenses to navigate labor laws without having to set up entities.
2	Lack of a centralized automated platform meant putting up with slow and inefficient manual processes.	One easy to use platform to manage a global workforce.
3	Inability to provide a comparable employment experience to candidates outside Germany.	Ability to evolve their organizational structure and build a thriving hybrid culture across borders.

Case Study: Paysend

Use Case: Access Worldwide Talent

Paysend decided early on that they would be a remote-first organization because they didn't want to be geographically restricted in their access to talent.

> **We were probably one of the first fintechs to use Oyster because I always feel it's good to partner with organizations that want to disrupt or improve the industry they're in.**
>
> **Alex Nicolaus**
> Chief People Officer at Paysend

Oyster

PAYSEND

Before	After
1 — Time, effort and expense of setting up legal entities.	A platform that offers simplicity and ease of use, despite the complexity of the global hiring challenges.
2 — Inability to provide the same benefits to all employees.	Benefits options to all employees for an equitable experience.
3 — Geographically restricted in their access to talent.	Oyster quickly became an extension of Paysend's business, enabling them to engage talent in multiple countries.

Case Study: Chili Piper

Use Case: Access Worldwide Talent

True to their values, Chili Piper did build a global team—but it was a huge administrative and logistical burden to navigate international payroll, taxes, and compliance. They need to make things easier and more efficient.

> " Before Oyster—we call it the Before Times—we were doing all of our international employee management manually. We were manually staying legally compliant and dealing with taxes in 40 different countries. It was a logistical nightmare. So when Oyster swooped in, it was a knight-in-shining-armor moment for us. "
>
> **Tyler Parson**
> VP of People at Chili Piper

CHILI PIPER

	Before	After
1	Manual processes were time consuming, stressful and risky.	A platform that offers simplicity and ease of use. Country specific legal knowledge and expertise.
2	Hard to ensure the same employee experience for non U.S teammates.	A well-designed user interface that ensures a delightful experience for Team Members.
3	Inability to scale.	Ability to scale rapidly while also ensuring a consistent employee experience in 40+ countries.

Oyster

Case Study: Demodesk

Use Case: EOR vs. Own Entity

Demodesk needed to scale quickly and build an international team. They were limited to finding people in their existing labor markets. If they couldn't find the right person for a particular role and wanted to look elsewhere, they would need to establish their own legal entities in those countries.

> " In my estimation, you're probably saving at least €2000 to €3000 per employee per year. If you have, say, a hundred people through Oyster, that's a lot of money you're saving.
>
> **David Dawoud**
> Head of People at Demodesk "

Oyster

Demodesk

Before

1. Felt constrained because they were limited to finding people in their existing labor markets.

2. The complexities of navigating local labor laws in other countries means that legal costs would add up quickly and become overwhelming.

3. Unable to ensure a fair and consistent employee experience.

After

Thanks to Oyster they now have access to the best talent anywhere in the world. No need to set up legal entities.

A dedicated and trustworthy partner on any HR issues.

They've been able to count on Oyster to ensure a consistent Team Member experience across borders.

Case Study: [Juno](#)

Use Case: EOR vs. Own Entity

Juno needed to find diverse talent quickly, but the minefield of hiring distributed workers across jurisdictions was too complex. Without the experience or expertise to even approach global hiring, Juno was left with no way to expand their team overseas.

> **It's not just a tool. It's not just a platform. It's a piece of the way we do business, essentially, because it seamlessly integrates with our hiring. It seamlessly integrates with our tech stack. But also, they inspire us and encourage us to look outside of the borders that we're in.**
>
> **Ally Fekaiki**
> CEO and founder of Juno

Oyster

Before

1 Without the experience or expertise to even approach global hiring, Juno was left with no way to expand their team overseas.

After

Oyster and Juno's relationship began when Oyster partnered with Juno to provide Oyster own employees with valuable localized benefits, including a rich array of programs and wellbeing options. In turn, Juno decided to work with Oyster to start building their global, diverse team.