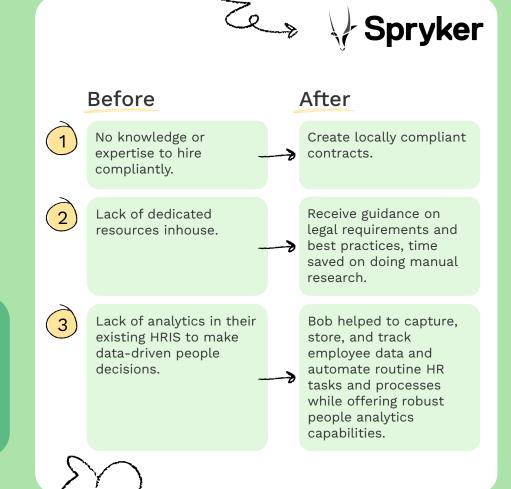
Case Study: <u>Spryker</u>

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





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





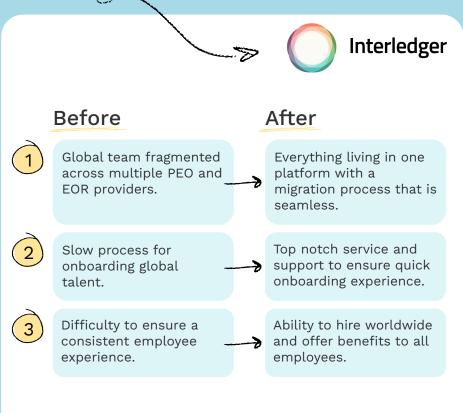
Case Study: Interledger

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 R Manager at Interledger





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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



Case Study: <u>Utility Warehouse</u>

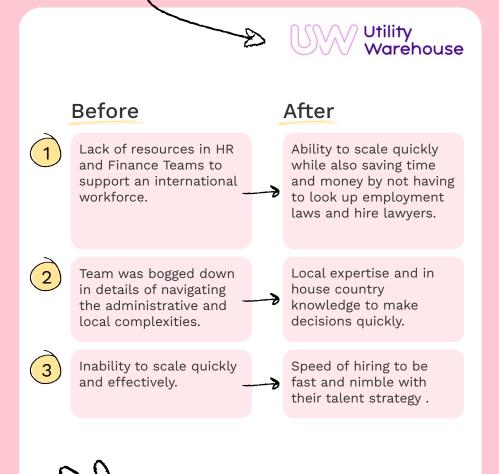
Use Case: Build a world class Engineering team

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





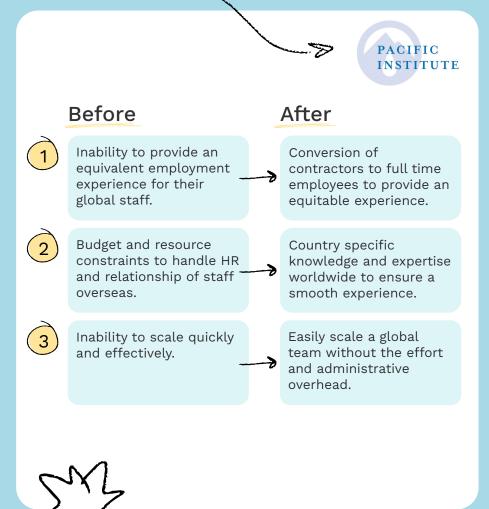
Case Study: <u>Pacific Institute</u>

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



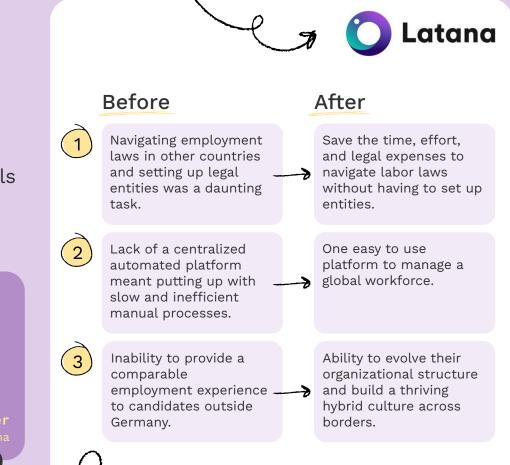
Case Study: Latana

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

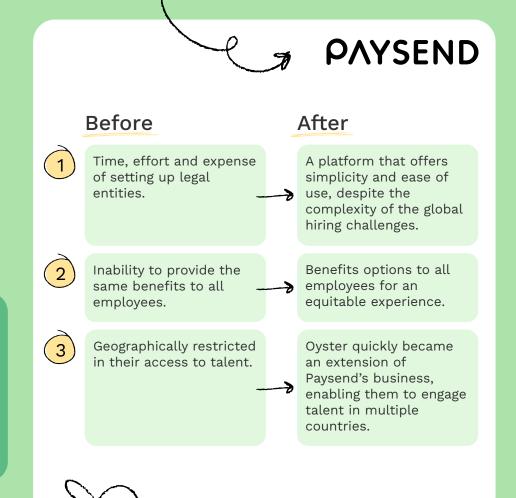
Case Study: Paysend

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.

66 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 NicolausChief People Officer at P<u>aysend</u>



Oyster

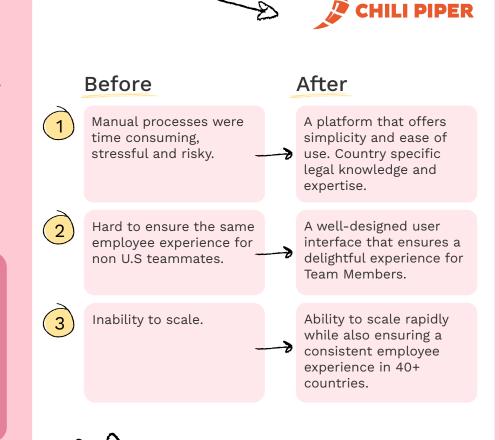
Case Study: <u>Chili Piper</u>

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** /P of People at Chili <u>Piper</u>



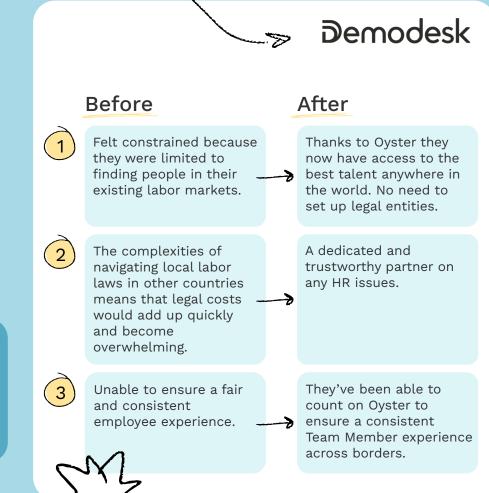
Case Study: <u>Demodesk</u>

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 \notin 2000 to \notin 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



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** EO and founder of Juno

Before

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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.

🤇 🦻 juno

Oyster