

VISTRA

Case study: Exagrid

Vistra and ExaGrid: A truly global solution

Vistra partnered with ExaGrid to guide their entrance and maintain their presence in multiple jurisdictions, **providing advice and services for payroll, tax, HR, compliance, annual returns, company secretarial and more.**



Exagrid Company overview

ExaGrid Systems, Inc. is a disk-based backup hardware company that was founded in 2002 and is headquartered in Westborough, Massachusetts, with several satellite offices throughout the United States, Europe and Asia.

- 📍 **Industry** IT Infrastructure and Cybersecurity
- 📍 **Location** Present in over 50 locations globally

The challenge

One of the main challenges ExaGrid faced was not having the local knowledge and in-house capabilities to meet all the requirements required when expanding into new markets.

They needed the right advice on how to enter and maintain presence in each market, including UK, Germany, Ireland, Israel, and other locations in Europe, Asia, and Middle East. They also had to ensure that payroll, HR, compliance, and auditing requirements were managed across all entities.

In particular, managing 20 global payrolls on a monthly basis was a huge undertaking. This could not be handled in-house – they needed the local expertise and the infrastructure to ensure this was delivered correctly and on time, and not many providers could handle the scale and complexity of this task.

Vistra's solution

Vistra determined what kind of entities and infrastructure ExaGrid needed in each market, and provided tailored advice and services in HR, payroll, tax (inc. transfer pricing), annual returns and company secretarial. Vistra also facilitated PEO (EOR) solutions, non-resident payroll (NRP), and in some cases provided full global entity management.

Vistra's single-provider, fixed-fee solutions delivered increased efficiency, reduced administrative burden, and ensured no surprises on cost. This has proved invaluable when managing complex requirements, such as global invoicing.

Through OverseasConnect (Vistra's cloud-based global operations platform), ExaGrid has access to data and functionality on payroll, HR, compliance and auditing, all through a single platform, which with 17 locations to manage, has been indispensable to ExaGrid's international operations.



Benefits

- Single-supplier solution
- Fixed fees
- Provided local knowledge and capabilities
- Greatly reduced administrative burden

15+

Markets entered

5

Full global entities managed

9

NRPs

6

PEOs (Employer of Record)

“Like many companies, our business is changing. So a one-size-fits-all approach to our expansion plans won’t work. Unlike other vendors who are experts in one area only, Vistra have expertise across a number of specialties. From entering a market quickly with EOR solutions, to establishing permanent establishment with HR operations, **Vistra provide the right solutions at the right time**, ensuring compliance at the highest standards.”

Craig Claflin VP of Human Resources

About Vistra

Here at Vistra, our **purpose is progress**. As a close ally to our clients, our role is to remove the friction that comes from the complexity of global business. We partner with companies and private capital managers along the corporate and private capital lifecycle. From HR to tax and from legal entity management to regulatory compliance, we quietly fix the operational and administrative frustrations that hamper business growth. With over 9000 experts in more than 50 markets, we can accelerate progress, improve processes and reduce risk, wherever your ambition takes you.

