



Case study

Vistra supports Regenesis to streamline European payroll and HR operations, consolidating to one global provider





Vistra supported Regenesis' HR and employment related requirements by implementing 'Access HR' managed services across four jurisdictions, resulting in countless monthly hours saved globally, operational efficiencies via consolidating to one global provider for HR advisory and payroll, and reduction of compliance risks through providing proactive 'health check' audits of mandatory HR documentation and employee benefits processes.

Overview

Client: Regenesis Bioremediation Products
Industry: Bioremediation Technology & Services
Location: Global headquarters in the US, with operations and offices in four additional countries

Regenesis is a global leader in the research, development and commercialisation of technology-based solutions for the environment. More specifically, Regenesis specialises in scientifically-proven product and soil remediation at contaminated sites. Regenesis' customers are environmental consulting, engineering and construction firms worldwide.

The friction

Regenesis was utilising multiple providers (more than five) for payroll, HR and legal support across their European footprint. This resulted in an inconsistent level of service and knowledge within local partners and led to HR compliance and regulatory exposure. From an HR standpoint, Regenesis previously attempted to manage all HR activities in-house. This posed challenges as Regenesis did not have a dedicated internal HR team and lacked country-specific knowledge of the intricacies within varying EU legislation. Regenesis required a partner with not only a global footprint across their necessary jurisdictions, but also local expertise and a global overview to help them meet all employment-related regulatory and compliance requirements.

Our solution

Regenesis engaged Vistra as a trusted partner to assess its current compliance status and develop a detailed European project action plan including auditing their HR and employee benefits processes and recommending required actions in flagged areas with potential compliance risks. In just four months, Vistra's HR advisory team completed detailed audits across the European jurisdictions, providing in-depth reporting on all statutory, mandatory and supplementary HR requirements, highlighting areas for improvement and compliance risks. These items included updates to employment contracts, additional mandatory HR documentation, implementation of work rules / employment handbooks, changes to mandatory benefits and implementation of time tracking in some jurisdictions.

Vistra's HR advisory team ensured that all items were addressed appropriately, and an annual HR compliance system was implemented to ensure ongoing compliance. As part of this project, Regenesis consolidated all European payrolls to Vistra, ensuring one global partner was in place to support their growth.

The progress

- Simplified monthly payroll processes by working with only one global provider: Vistra
- Received HR advisory assistance around local markets to find the best solutions
- Access HR managed services safeguards Regenesis employees and management with an HR team that is available to support and guide them on employee relations matters
- Regenesis has Vistra's HR advisory solution as a trusted extension of their team to ensure all HR matters are handled proactively and compliantly

5

different providers for European operations consolidated into one

2

European entities restructured for operational efficiency

4

local employee handbooks introduced to ensure HR, employment law, and payroll compliance

100%

compliance for mandatory employee benefits across 4 countries



Services provided

Payroll

HR Advisory

Global Mobility Advisory

Tax Advisory

Entity Formation

Global Compliance Services

“The team at Vistra worked quickly to help Regenesis achieve global compliance. In the process, I worked with multiple teams in different departments and jurisdictions, and the entire effort was well-thought-out and coordinated. Vistra has been a great partner and **I have no doubt they will be able to provide guidance and support for us as we continue to expand** our global operations.”

Amy Dickerson
EVP Chief Financial Officer

Contact us

For more information [get in touch.](#)

[vistra.com](https://www.vistra.com) 

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 9,000 experts in more than 170 countries, we can accelerate progress, improve processes and reduce risk, wherever your ambition takes you.