

# Global music company expands in the U.K. with **Global Employment Outsourcing**

## The challenge

BandLab Technologies, an innovative global music company established in 2015, believes there should be no boundaries to making and sharing music, and this boundless philosophy doesn't stop at the company's mission—it drives BandLab Technologies' approach to global growth, too.

Within the first few years of business, the company embraced global expansion to better serve its community of music lovers and makers around the world. But like any young company, BandLab Technologies had limited resources for supporting an international workforce while growing its brand in new markets.

When expanding to the U.K. through a critical acquisition, the company learned firsthand about the challenges of supporting an international workforce. It needed to quickly transfer its newly acquired employees, but it was not an employer in the region, and establishing a presence in the U.K. would take years.

**BANDLAB**  
TECHNOLOGIES

### INDUSTRY

Music

### LOCATIONS

U.K., Singapore, U.S.

### RESULTS

**Employees from  
two acquisitions**

Transferred through Global  
Employment Outsourcing

**12X faster  
time-to-market**

From two years to  
two months

**"Without an employer of record solution,  
we wouldn't have been able to get our business  
up and running as quickly in the U.K."**

Holly Bishop, U.K. Country Director and Head of Strategy and Partnerships, BandLab Technologies

## The solution

BandLab Technologies needed a solution to quickly employ its acquired workforce in the U.K. and support a smooth transition for new employees joining the team.

After evaluating global employment providers, the company decided Safeguard Global, with its employer of record solution, Global Employment Outsourcing (GEO), and full-service HR support in the U.K., was the best solution.

"We were looking for a provider that had a detailed understanding of U.K. employment law but could also understand the needs of our business in the media space and have a personal relationship with the team," said Holly Bishop, U.K. Country Director and Head of Strategy and Partnerships.

The Safeguard Global team in the U.K. provided the expertise and support BandLab Technologies needed to ensure a smooth transfer for its newly acquired employees, providing full HR support, including benefits, taxes and payroll, for the company, all in accordance with local law.



## The results

With GEO from Safeguard Global, BandLab Technologies was able to successfully and quickly transfer employees resulting from two acquisitions and provide its business with the local support needed for long-term success in the U.K. market.

**"Without an employer of record solution, we wouldn't have been able to get our business up and running as quickly in the U.K.** because there are so many considerations. From pensions to life assurances, to being registered as an employer in this territory; it's a total minefield," Bishop explained. "Working with a provider that can take away all of that headache was hugely beneficial to us as a young company, because we were able to focus on driving the business forward."

Over time, BandLab Technologies considered Safeguard Global to be an extension of its U.K. team more than an employer of record. "We've gone through a number of restructures and changes in the organization over the last couple of years, and Safeguard Global has been on hand every step of the way to seamlessly manage transitions and processes so we can maintain employee satisfaction," Bishop said. **"They really embraced what our business is about and got to know the culture. They put that human touch in human resources."**

Ultimately, the personalized service Safeguard Global provided BandLab Technologies in the U.K. not only accelerated its time-to-market but also helped the company take control of its HR strategy in a market full of music lovers and makers.

**"If we were to ever grow and recruit into territories or regions where we don't have an entity, I would definitely look to utilize an employer of record again based on my experience working with Safeguard Global in the U.K."**

— Holly Bishop

U.K. Country Director and Head of Strategy and Partnerships,  
BandLab Technologies

## About Safeguard Global

Safeguard Global builds adaptive solutions for organizations seeking to thrive in the global economy. Through a combination of workforce management data, technologies, services and market expertise, Safeguard Global enables success through smarter, more efficient global employee management, recruitment, payroll, onboarding, expense management and more.

To learn more about the advantages of Global Employment Outsourcing for global expansion and employment, contact us at [hello@safeguardglobal.com](mailto:hello@safeguardglobal.com) or **737-704-2200**.