

CASE STUDY

Global Expansion Helps BAE Systems Maintain Compliance and Efficiency



**GLOBAL
EXPANSION**



BAE SYSTEMS

EXECUTIVE SUMMARY

BAE Systems Inc., a subsidiary of BAE Systems plc, is an international defense, security, and aerospace company headquartered in Arlington, VA, with locations across the United States.

The company provides a full spectrum of products and services for air, land, and naval forces, along with advanced electronics, security, information technology solutions, and customer support services. A significant challenge for BAE Systems Inc. was managing global employment compliance for expatriate deployments.

With projects needing immediate, compliant employment solutions, Global Expansion (GX) provided expertise in handling complex sponsorship rules and local tax laws, ensuring smooth and legal entry into host countries.

CASE STUDY

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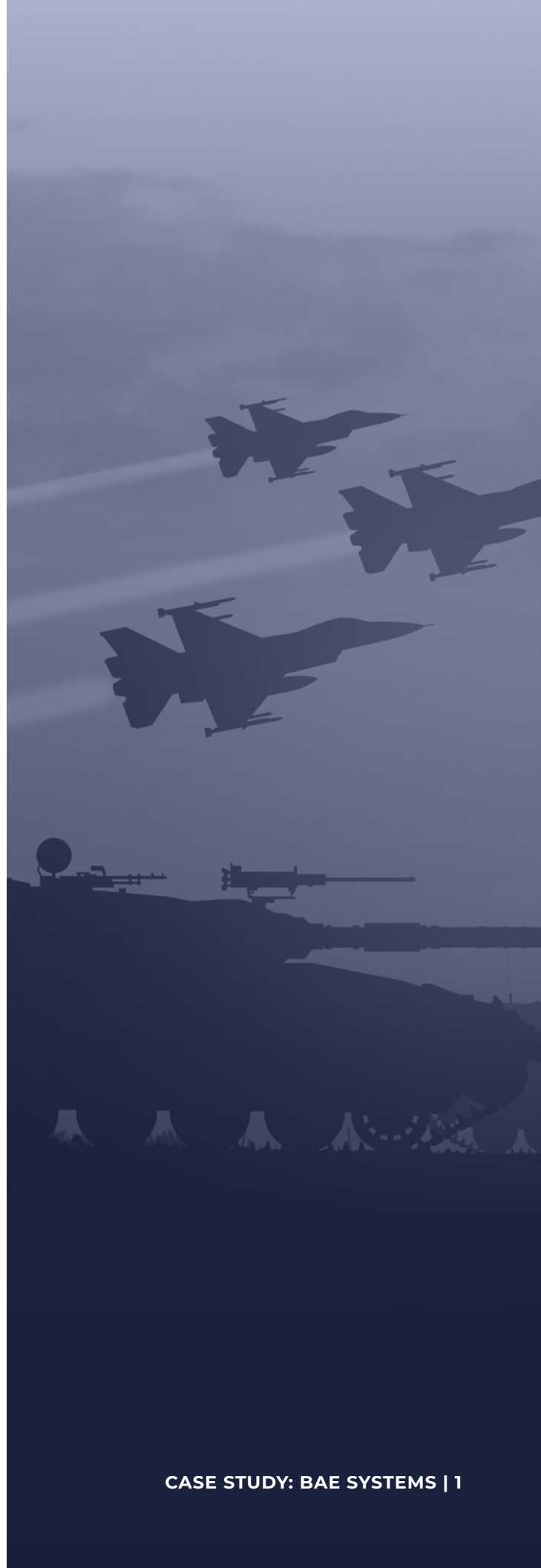
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INTRODUCTION

BAE Systems Inc. operates in a highly confidential and specialized industry. Their diverse divisions often require the rapid deployment of skilled expatriates to various global locations.

The primary goal was to secure the most compliant employment solutions for local countries, ensuring legal entry and work for expatriates while adhering to local regulations and tax remittances. Fast-tracking immigration processes and managing employee relocations were critical to meeting tight project deadlines.

BAE SYSTEMS

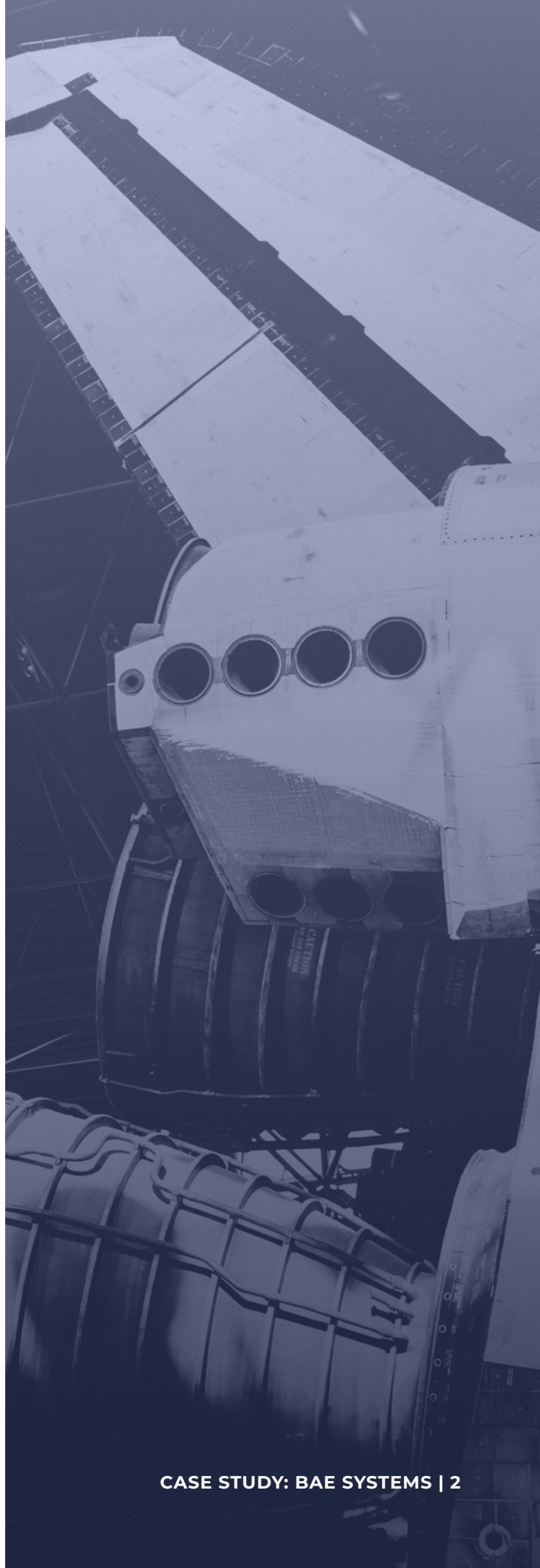


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PROBLEM STATEMENT

Each country has unique immigration requirements, complicating the process for expatriates. Without a local entity, BAE Systems Inc. struggled with time-sensitive challenges in obtaining visas and work permits.

The need for specialized security clearances and extensive background documentation made it even more difficult.

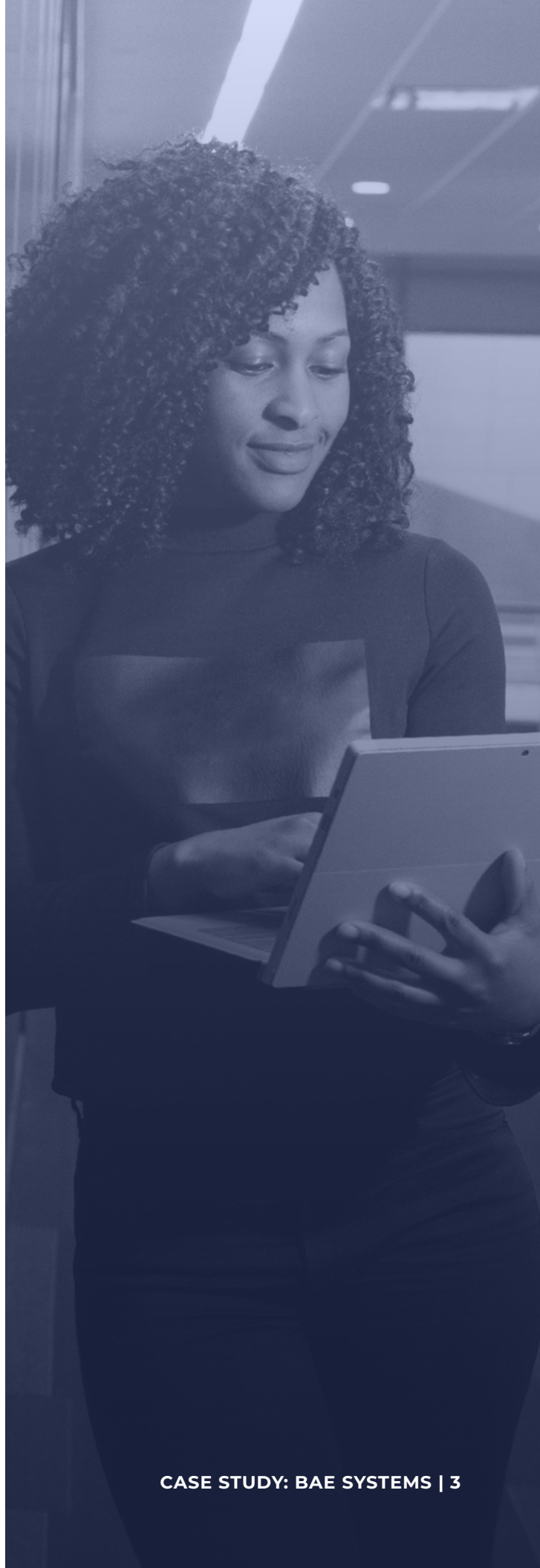
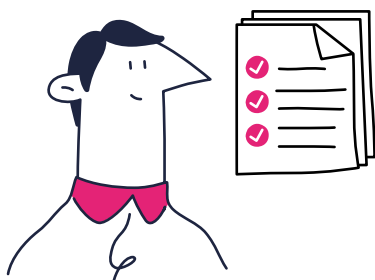


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APPROACH & METHODOLOGY

GX used its local expertise to ensure careful preparation and compliance. We created detailed scopes of work, country-specific checklists, and timelines for each project.

GX offered full support, including help with documentation, visa applications, and local assistance in host countries. Pre-deployment meetings were held to advise employees on accommodations, transportation, and other logistics, ensuring a smooth transition and focus on project goals.



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ANALYSIS

The project required deploying over 15 expatriates within 60 days, despite the challenges of the holiday season and regional conflicts. GX's local presence enabled quick approvals and compliance, proving the value of in-country support.

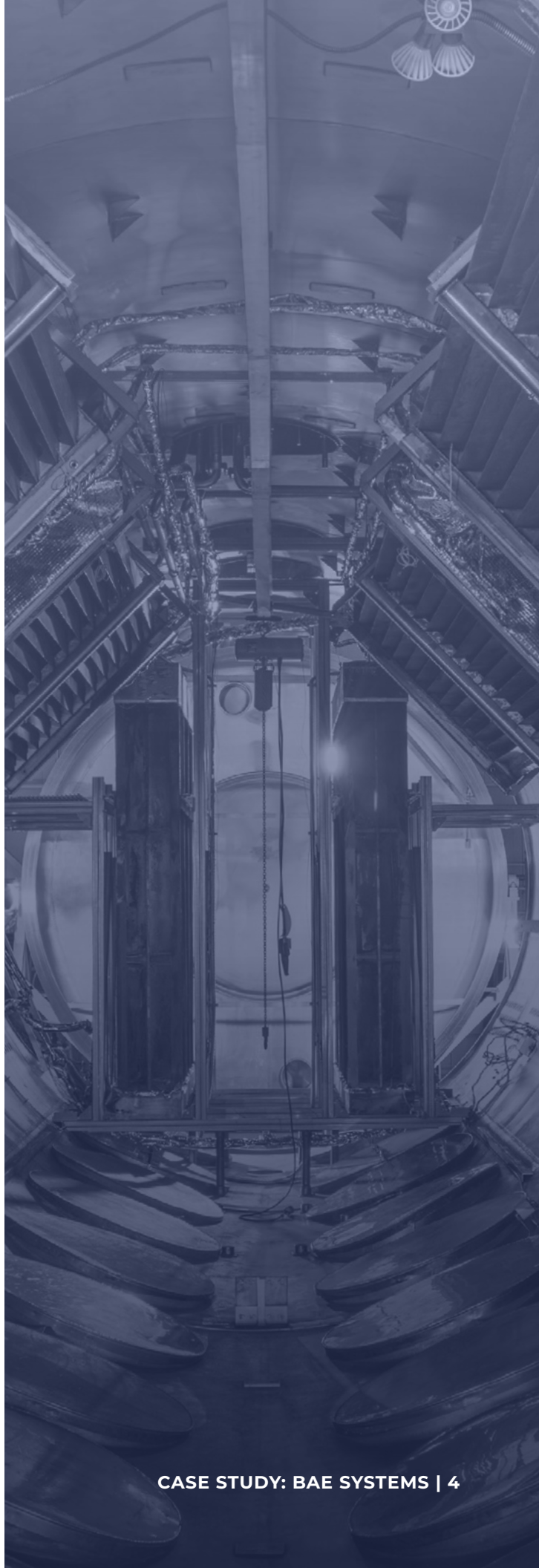
We provided detailed pre-deployment briefings, local support teams, and continuous communication with employees. This proactive approach prevented delays and ensured smooth relocations.

Results & Outcomes

GX successfully:

- ✓ Deployed 15 expatriates within the 60-day timeframe.
- ✓ Demonstrated effective management of tight deadlines and complex immigration requirements.
- ✓ Achieved this smoothly with strong support structures in the US and host countries.

The project exceeded BAE Systems Inc.'s expectations, showcasing GX's capability to handle intricate global employment scenarios. The success underscored the critical role of local expertise and thorough preparation in achieving compliance and operational efficiency.



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LESSONS LEARNED & BEST PRACTICES

The key takeaway from this project is the importance of communication and local support. Clients should choose EOR services with strong in-country assistance to ensure employees are well-supported with local languages and customs.

For similar projects, clear communication and local expertise are crucial. Providing detailed pre-deployment briefings and ongoing support can greatly improve project success.

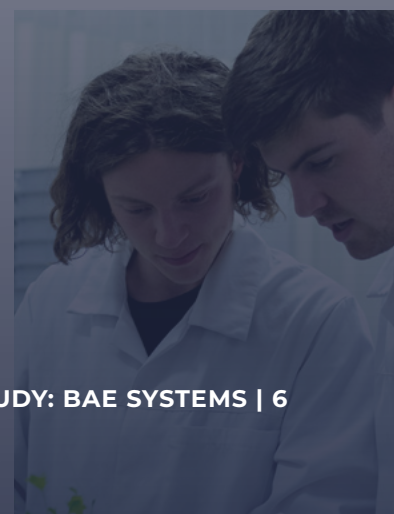
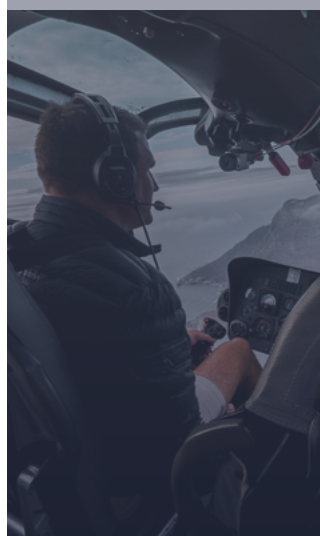
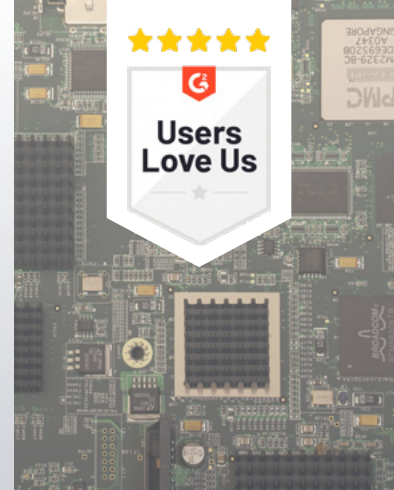


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GLOBAL COMPLIANCE MADE EASY

The collaboration between BAE Systems Inc. and GX highlighted the value of meticulous planning and local support in managing global employment compliance.

The project's success reinforced the importance of expert guidance in managing complex international regulations, ensuring both compliance and operational excellence.





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