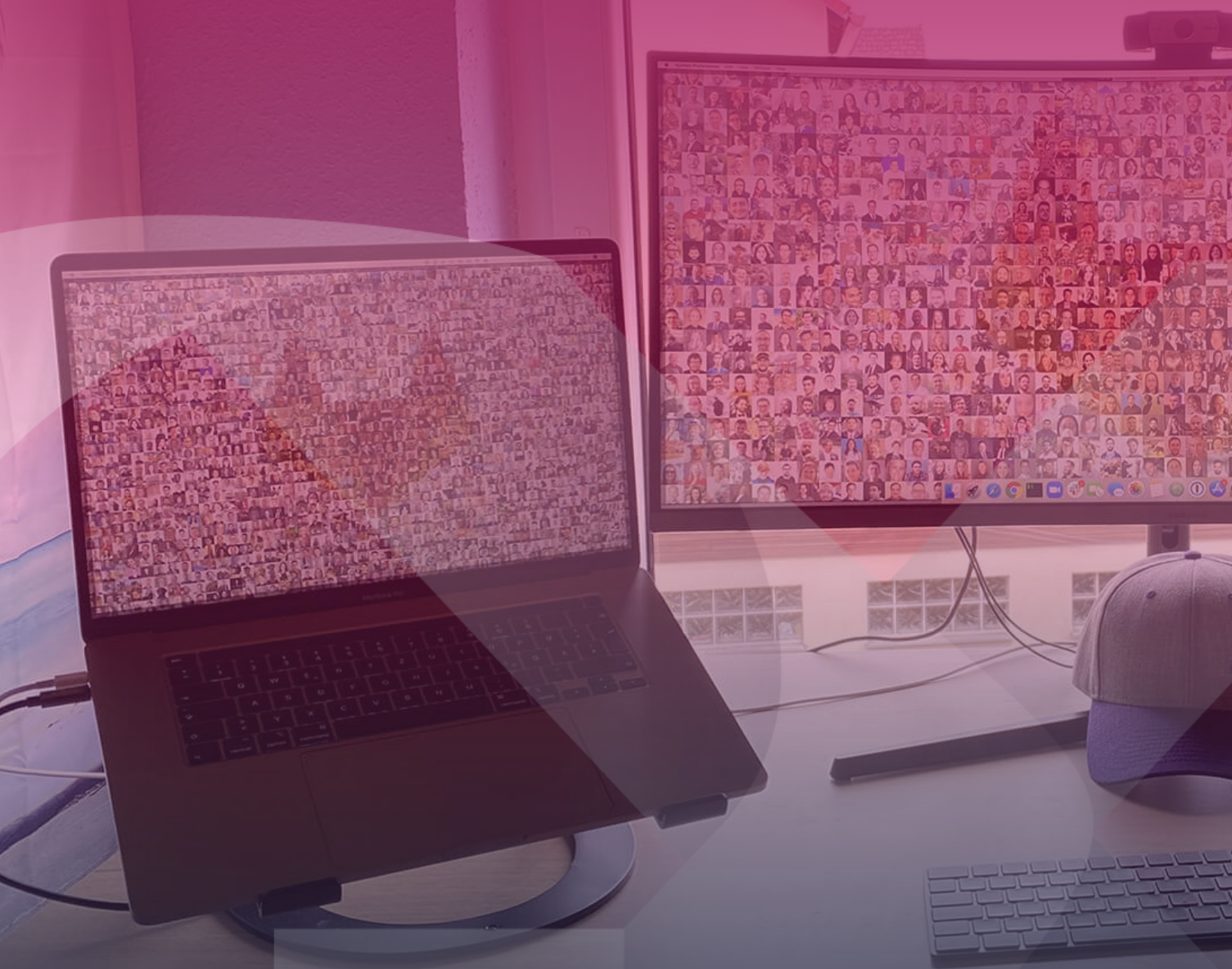# Global Expansion Delivers a Flawless EOR Transition for **GitLab**

GLOBAL EXPANSION ✕ 🦊 **GitLab**

EXECUTIVE SUMMARY

GitLab, a leading all-remote company and AI-driven DevSecOps platform enables seamless collaboration for Development, Security, and Ops teams.

With 500+ employees in 65+ countries, GitLab wanted to streamline its Employer of Record (EOR) providers from over 30 to just one global partner.

The objective was to optimize processes, improve pricing, enhance employee experience, and leverage technical benefits. After careful evaluation, GitLab selected Global Expansion (GX) as their exclusive EOR provider to achieve these goals.

GitLab

CASE STUDY

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GLOBAL EXPANSION

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INTRODUCTION

As the world's largest all-remote company, GitLab's fast growth and hiring needs demanded a premier EOR solution. They needed a partner aligned with their mission and values, able to integrate with their systems, provide strong reporting and compliance, and offer global support. GX met and exceeded these high standards.

GitLab

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PROBLEM STATEMENT

GitLab needed to consolidate its EOR providers and manage the transition smoothly for employees. With a small HR team, they required a specialized EOR partner to manage the global consolidation, ensure compliance, and prioritize employee experience.

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APPROACH & METHODOLOGY

After a thorough RFP process, GX was chosen as GitLab's global EOR provider. GX showed its capability to develop strategic roadmaps for each country, ensuring compliance and improving employee experience.

Using the GX[1] platform, GX gave GitLab full visibility of its global EOR population, developed a strong communication strategy, and integrated GitLab's values into its service delivery.

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ANALYSIS

GX's expertise in global EOR consolidation and compliance ensured a smooth transition for GitLab. By holding individual and town hall meetings, GX focused on addressing employee concerns. This people-first approach set GX apart in the EOR marketplace and highlighted its dedication to exceptional service.

Results & Outcomes

GX co-developed a roadmap with GitLab including:

- ✓ Analyzing each location's requirements
- ✓ Reviewing employment contracts
- ✓ Ensuring compliance with local laws

The phased onboarding approach respected notice periods, PTO, and tax considerations, aligning with GitLab's values and prioritizing employee experience.

This careful, step-by-step process led to a successful transition, with GitLab initiating over 30 critical new hires within the first 30 days of onboarding.

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LESSONS LEARNED & BEST PRACTICES

GX's co-branded approach and employee-first commitment were key to achieving service excellence. Using project management tools, GX reduced email traffic and streamlined communications, giving GitLab's HR team clear visibility. These practices strengthened GX's reputation for outstanding EOR solutions.
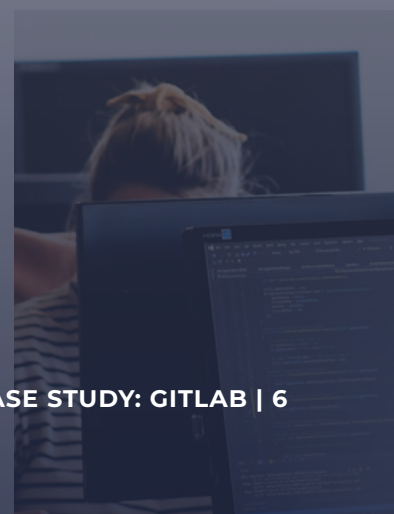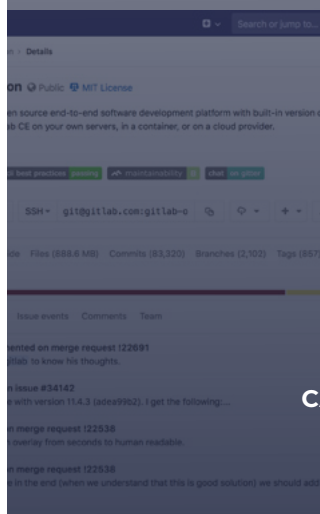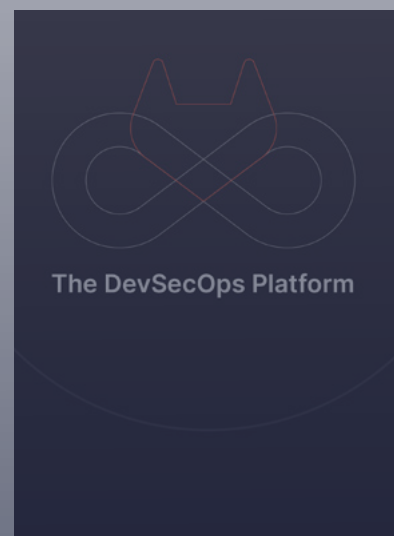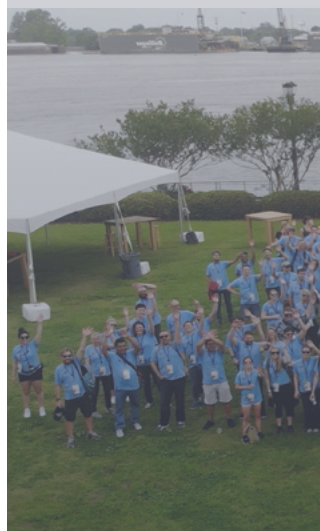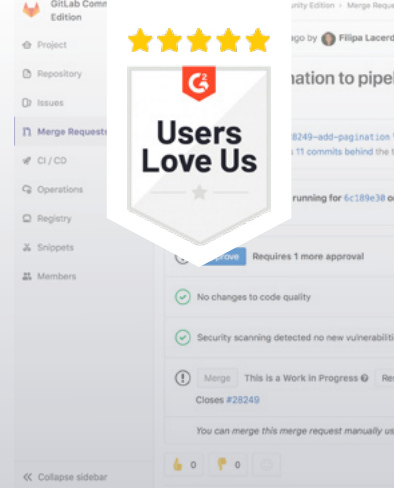
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GX SETS NEW STANDARD WITH GITLAB EOR SOLUTION

GX's partnership with GitLab showcases their skill in smoothly transitioning clients to their EOR solution.

The quick consolidation and onboarding of GitLab's employees proved GX's efficiency and dedication. This collaboration met GitLab's hiring needs and set a new standard for global EOR services, ensuring its growth and success.

GX **GLOBAL**
EXPANSION