



# Vendor Profile

Global Employer of Record Services

## Safeguard Global

### Report Abstract

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8 pages

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## Who is This Vendor Assessment For?

NelsonHall's Global Employer of Record (EoR) services profile on Safeguard Global is a comprehensive assessment of Safeguard Global's offerings and capabilities, designed for:

- Sourcing managers monitoring the capabilities of existing suppliers of global EoR services and identifying vendor suitability for security services RFPs
- Vendor marketing, sales, and business managers looking to benchmark themselves against their peers
- Financial analysts and investors specializing in the Global Employer of Record sector.

## Key Findings & Highlights

Safeguard Global (Safeguard), is a global managed payroll services, employment outsourcing, and HR services provider, headquartered in Austin, TX offering the following payroll and HR services, including global managed payroll (GMP) services and global employment outsourcing (GEO).

In 2009, Safeguard identified opportunities with buyers and partners who were seeking to solve the challenge of hiring in-country workers where the business had no legal entities in place, and where time was a critical factor. Safeguard also began seeing U.S. domestic PEO's seeking to have international solutions for their own clients who were concerned about complexity overseas. The offering began as an add-on service for managed payroll clients, and became a key solution to meet the overall lifecycle needs of established and emerging multinationals.

In late 2018, Safeguard World International rebranded to Safeguard Global. In early 2019 announced an investment from private equity partners Accel-KKR (AKKR) for a minority stake in the firm, providing it funding to support its next phase of growth.

Safeguard Global's vision and goal is to provide innovative solutions to support companies at every stage of the growth curve by providing adaptive solutions for a global workforce, offering a range of service options up to a fully managed payroll service.

Safeguard leverages its proprietary Global Unity workforce management system to enable its GEO service offering. Safeguard leverages Global Unity as a data management and aggregation platform to manage countries in scope, with gross to net calculation provided by partner platforms in country. In countries where Safeguard has a physical presence, it performs gross to net calculations itself using commercially available payroll software, rather than partners.

Safeguard targets its GEO services offering to growing multinational corporations of all sizes (generally those headquartered in the U.K. and U.S.), seeking global expansion support for small populations of employees and operations in new geographies. Typical client sizes range from <500 - >20k+ employees across its offerings, with Safeguard's solution able to scale up and down market to support a range of client sizes with its services.

## Scope of the Report

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The report provides a comprehensive and objective analysis of Safeguard Global's GEO services offering and capabilities, and market and financial strengths, including:

- Identification of the company's strategy, emphasis, and new developments
- Analysis of the company's strengths, weaknesses, and outlook
- Revenue estimates
- Analysis of the profile of the company's customer base including the company's targeting strategy and examples of current contracts
- Analysis of the company's offerings and key service components
- Analysis of the company's delivery organization including the location of delivery locations.

## Global Employer of Record Services Vendor Assessments also Available for:

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Acumen International

Globalization Partners

Papaya Global

Shield GEO

Velocity Global

## About The Author

Pete is a Principal Analyst at NelsonHall, with shared responsibility for HR Services research globally with Nikki Edwards and Liz Rennie. Pete covers HR Services research in the areas of payroll services, global EoR services, HCM technology, and RPA and AI in HR outsourcing.

Pete has been part of NelsonHall's HR Services analyst team since 2016, providing comprehensive and insightful coverage of HR services markets in the world. In particular, he is known for his extensive knowledge and coverage of the global payroll outsourcing market. Pete assists both buy-side and vendor organizations in assessing opportunities and supplier capability across HR service lines.

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NelsonHall is the leading global analyst firm dedicated to helping organizations understand the 'art of the possible' in digital operations transformation. With analysts in the U.S., U.K., and Continental Europe, NelsonHall provides buy-side organizations with detailed, critical information on markets and vendors (including NEAT assessments) that helps them make fast and highly informed sourcing decisions. And for vendors, NelsonHall provides deep knowledge of market dynamics and user requirements to help them hone their go-to-market strategies. NelsonHall's research is based on rigorous, primary research, and is widely respected for the quality, depth, and insight of its analysis.

We would be pleased to discuss how we can bring benefit to your organization. You can contact us via the following relationship manager: Guy Saunders at [guy.saunders@nelson-hall.com](mailto:guy.saunders@nelson-hall.com)

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