Benefits

- Eliminated confusion of hiring new employees in multiple countries.
- Reduced financial risks by drafting locally compliant employment contracts and benefits packages.
- Clarified processes for providing stock options and sending employees to new countries.
- Ensured ongoing host-country compliance during rapid growth.

Tesla Motors:
Achieving Excellence and Innovation Overseas

Radius helped Tesla achieve legal compliance and preserve its reputation for excellence during a rapid expansion into multiple new countries.

BACKGROUND

California engineers founded Tesla Motors in 2003 to create exciting electric vehicles. In 2008, the company introduced its first car to the US, the Tesla Roadster. Tesla is now considered one of the most innovative and progressive companies in the green technology market, with over 6,000 employees in over a hundred locations.

CHALLENGES

*Opening dealerships in 25 countries within 24 months:* Tesla management set a tight global expansion timeline to meet growing demand, knowing the patchwork of service providers they used could no longer scale.

*Fulfilling employer obligations in multiple countries:* Tesla’s business model, which includes few employees in many countries, heightened challenges. Its HR team needed timely, authoritative advice on countless employment issues in multiple jurisdictions.

*Preserving a culture of innovation and excellence:* Tesla was intent on maintaining its unique culture while complying with employer obligations and providing competitive benefits and compensation in each new country. It needed a partner that understood the distinct laws and customs of these countries and how to incorporate company culture into the hiring process.

SOLUTIONS

- Provided a single-source partner to unify hiring processes across countries and give consistent, authoritative advice based on local laws and company values.
- Drafted locally compliant employment contracts, employee handbooks and country-specific benefits packages.
- Assisted with an in-depth stock-option analysis for each expansion country, and provided contract recommendations for expatriate employees moving from one country to another.
- Ensured ongoing compliance with evolving host-country laws during continued expansion.

“...a couple of firms...offered similar services, but neither had the depth of knowledge or offered the quality of service that Radius was able to demonstrate.”

Alan Cherry, Tesla’s Director of Human Resources
Global Growth Experts
Radius helps businesses move into new markets, manage overseas operations and outsource entire global accounting and administration functions. We offer integrated international accounting, finance, banking, tax, HR, legal and compliance services, as well as a cloud-based software platform that allows you to manage all of your global operations from your desk.

Visit www.radiusworldwide.com to learn more.

RADIUS ADVISOR TIP

“In order to recruit and retain high quality employees when moving into a new country, it’s important to understand not only local labor laws, but non-statutory customary benefits as well.”
Saul Howerton, Global Chief of Staff, Advisory Services

INTERNATIONAL SERVICES

Banking
• Cash Management
• Treasury Services

Finance
• Financial Accounting
• Global Payroll

Compliance
• Proactive Risk Management
• Filing
• Record Keeping

Human Resources
• Employment Law
• Mandatory and Customary Benefits
• Global Mobility

Tax
• Tax Planning and Structures
• Indirect Taxes
• Statutory Tax Obligations

Legal
• Incorporation and Registration
• Corporate Governance
• Scoping

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