

PAE CASE STUDY

ELEMENTS OFFERS COST-EFFECTIVE SOLUTION FOR PAE AND ITS CUSTOMER BASE

CUSTOMER

PAE

INDUSTRY

International Trade and Development

OFFICES

Headquarters:
Virginia, United States

SUBSIDIARIES

Over 60 countries

GLOBAL EMPLOYEES

Approximately 60,000 employees in over 60 countries

ELEMENTS SERVICES

Legal compliance
Payroll services
Employment contracts
Benefits support



OVERVIEW

Founded in 1995, PAE is a leading provider of support for the missions of the U.S. government, its allied partners and international organizations. PAE supports these entities and their execution of critical missions by providing global logistics and stability operations, technical services and national security solutions. The company offers the most secure and cost-effective services for its customer base.

Over the past few years, PAE has increased its range of services by acquiring and integrating four different companies. With each acquisition, PAE added new capabilities and expanded the company's workforce and geographic footprint to new regions and countries across the globe.

Headquartered in Arlington, Virginia, PAE currently has approximately 20,000 employees in over 60 countries across all seven continents. PAE has worked with Elements Global Services (Elements) since 2016.



CHALLENGES

As PAE expanded its capabilities and grew relationships with customers, new needs arose that required outside resources and expertise. Namely, one of PAE's customers wanted to support data centers around the world and, to do so effectively, needed to hire employees in Finland.

As many companies have realized, hiring abroad without global employment expertise and the key relationships that come with it can be difficult and extremely time-consuming. PAE had the right relationships with government contracts; however, the company needed to find a quick solution to help handle the payroll, taxes and benefits of international hiring.



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CHOOSING ELEMENTS

PAE offers its customers a cost-effective suite of services and was looking for an external partner that would offer a similar profitable solution. The management team at PAE worked closely with its trusted legal team to determine the best course of action and decided an outside partner with the ability and expertise to hire, onboard, manage and pay employees worldwide would be the most effective route. After conducting extensive research and receiving partner referrals, PAE thoroughly vetted each company and narrowed down their decision to Elements – the partner with the most comprehensive and cost-effective solution available to them.



WORKING WITH ELEMENTS

Elements served as a key resource for PAE’s internal teams. Elements’ experts were available at any time to share key information and insights on a plethora of global employment topics, such as reimbursements, allowing PAE employees to focus on contract management and other day-to-day responsibilities.

In addition to serving as an expert resource, Elements also provided guidance on payroll and risk mitigation for tax and employment laws in different countries. PAE utilized Elements’ reporting solutions and far-reaching network of HR professionals to help eliminate the confusion that commonly accompanies learning local employment laws and understanding each country’s unique tax authorities.



RESULTS

PAE first and foremost sought a partner with a cost-effective solution and found what it was looking for with Elements. Elements’ understanding of the challenges and expenses required to do business internationally helped foster a strong relationship from the start, and Elements’ shared knowledge and expertise has been key to driving profitable results across many customer accounts. With a full-service solution and an inclination for great customer service, Elements continues to support PAE with its efforts abroad and provided efficient services, saving PAE valuable time and resources.

