CUSTOMER STORY

How SAOTA Retained 6 Team Members with Playroll's EOR Solutions

Images: Supplied & Adobe Stock

6 Employees Retained

100% Ongoing Support

6 Countries Supported

Industry	Headquarters	Company Size	Use Case	Playroll Products Used
Professional Services	South Africa	Mid-market (100 - 1000)	Global Expansion	Employer of Record

THE COMPANY

Meet SAOTA

SAOTA is a globally recognized architectural firm with projects across six continents, known for its design-led approach and ability to deliver in diverse international markets. The firm serves residential, commercial, corporate, and institutional clients worldwide.

THE PROBLEM

Inability To Employ Team Members Globally

SAOTA's team is primarily based in South Africa, but when COVID normalized remote work, some team members started looking to relocate to other countries. However, SAOTA had no compliant way to employ them in these jurisdictions. Setting up a legal entity in every country to retain individual team members wasn't financially feasible – and carried too much legal and compliance risk. That meant talented people were at risk of resigning because they were moving.

THE SOLUTION

Leverage EOR Solutions To Retain Staff

SAOTA decided to use EOR services to keep their valued team members on board. They needed:

- **Full compliance with local labour laws.**
- **Fast support for time-sensitive relocation cases.**
- **Cost-efficient fees per team member.**

They chose Playroll for its ease of use and transparent pricing.

Cindy Mati
Junior Associate, HR Manager, SAOTA

"We chose Playroll since the platform was the most user-friendly, and you could be the most self-sufficient on it. Other platforms also didn't seem as transparent in terms of the costing, and Playroll has a flat fee per country."

THE RESULT

6 People Retained Across 6 Countries

SAOTA has successfully used Playroll to help six employees relocate across six countries, and boosted employee satisfaction by providing ongoing job security through every transition. In each case, both the team and the employees received dedicated support throughout the process. By using Playroll, SAOTA was able to retain staff members who were at risk of resigning – resulting in longer-term retention and smooth continuation on key projects.