



# Geotab's HR Transition & Compliance for 400 Employees

Geotab is a global leader in connected vehicle and fleet management solutions, helping organizations improve safety, efficiency, and sustainability through advanced data analytics and AI. Founded in 2000, the company now serves over 100,000 customers worldwide, processes more than 100 billion data points daily, and powers over 5 million vehicle subscriptions across public and private sectors. We were asked to help them with an HR transition for over 400 employees across 7 European countries and we successfully completed a fully compliant HR transfer.

## Size of the company

400+ employees (Europe)

## Website

[www.geotab.com](http://www.geotab.com)

## Countries

Ireland

Netherlands

United Kingdom

Germany

France

Italy

Portugal



# The Challenge

Geotab, a global leader in telematics and fleet management technology, recently acquired Verisure's European operations, bringing more than 400 employees across seven countries into the organization.

This major acquisition required careful handling of:

- Employee transitions and due diligence,
- Compliance and audit reviews in each jurisdiction,
- Capability assessments of the inherited teams, and
- Engagement with works councils and employee representatives, especially in countries like Germany and France.

Geotab needed a partner capable of navigating complex European labor laws, managing employee relations, and ensuring a compliant and transparent transition process across all affected countries.

# The Solution

Europe HR Solutions was appointed as Geotab's HR transition and compliance partner to manage the full people integration process across Europe.

Our engagement includes:

- Conducting HR and legal compliance audits in Ireland, the Netherlands, the UK, Germany, France, Italy, and Portugal.
- Delivering capability assessments to evaluate existing HR and management structures.
- Managing works council and employee representative interactions, including notifications, consultations, and documentation.
- Providing ongoing HR Business Partner (HRBP) support for local HR teams and leadership.
- Ensuring all employee transitions and reorganizations adhere to national labor laws and EU regulations.

By combining compliance expertise with practical HR execution, Europe HR Solutions ensured a smooth, compliant, and people-focused integration process.

# The Results

- Successful transition of 400 employees across seven European countries.
- Full legal compliance achieved in all jurisdictions.
- Positive employee relations maintained through transparent works council management.
- Capability gaps identified and addressed through assessment and support.
- Long-term HR partnership established for continuous guidance and compliance assurance.

This project illustrates Europe HR Solutions' strength in cross-border acquisition support, workforce integration, and HR compliance management at scale.

## The Client Testimonial



**Ian Campbell**  
**Senior HR Manager**

“Europe HR Solutions has been instrumental in ensuring the success of our European transition. Their depth of HR and legal expertise, combined with practical leadership in managing works councils and compliance, has made the process smooth, transparent, and compliant across all countries”

