

GROWTH CASE STUDY

Background

The client conducts subsea operations and conductor recovery. They have five employees across two states, Texas and Louisiana, and are at a stage where they need to build out their human resources function and align their U.S. operations with their foreign locations.

Client Challenge

A foreign-based company was preparing to establish U.S. operations for the first time. While they had already hired four U.S.-based employees, leadership lacked clarity around U.S. employment requirements, specifically FLSA classification, compensation practices, and recruiting compliance at the federal and state levels.

At the same time, the company needed to hire a critical role to support the identification and setup of its first physical office in the U.S. With no prior experience hiring or interviewing in the U.S. market, leadership was concerned about compliance risk, inconsistent practices, and making costly mistakes.

They engaged a TTG HR Consultant to quickly assess risk, stabilize their U.S. HR foundation, and support key hiring decisions.

TTG's Solution

The Theodoros Group provided targeted, hands-on HR consulting designed for a first-time U.S. market entry, including:

- **FLSA Classification Review:** Assessed FLSA classification for the four existing U.S. employees to ensure proper exempt/non-exempt status and mitigate wage and hour exposure
- **Compliance Risk Identification:** Identified additional compliance risk across compensation and recruiting practices that had not yet been considered by the business
- **U.S. Office Hiring Support:** Partnered with TTG's Search and HR Consulting teams to successfully hire a key role responsible for supporting the setup of the company's U.S. office location
- **U.S. Interview Guide Development:** Developed a U.S.-specific Interview Guide to ensure interviewers, who had never hired in the U.S. before, understood legal interviewing Do's and Don'ts versus what is common in their home country
- **Employment Policies and Onboarding Implementation:** Identified and implemented required federal and state employment policies, along with best-practice onboarding documentation, to ensure compliance for the new hire and future U.S. employees

Results

As a result of partnering with TTG, the company:

- Achieved compliance with U.S. FLSA requirements for existing employees
- Successfully hired a critical U.S. leader through TTG's integrated Search and HR Consulting model
- Established compliant recruiting and interviewing practices aligned with U.S. employment law
- Implemented required federal and state policies to support current and future hires
- Built the confidence and trust needed to engage TTG further for workforce planning and additional HR initiatives

TTG enabled the company to enter the U.S. market with clarity, compliance, and a foundation built to scale without slowing the business down.