Everest Group®

Employer of Record (EOR) – Provider Compendium 2023

November 2022: Complimentary Abstract / Table of Contents

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- Digital Services
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- Employer of Record (EOR)
- Engineering Services

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- Work at Home Agent (WAHA) Customer Experience Management (CXM)

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Benchmarking

Contract assessment

Peer analysis

Market intelligence

Tracking: providers, locations, risk, technologies

Locations: costs, skills, sustainability, portfolios

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Contents

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Contents

This report is based on multiple key sources of proprietary information

- Proprietary database of EOR solution providers (updated annually)
- The database tracks the following for each provider:
  - Revenue and number of FTEs
  - Number of clients
  - FTE split by different regions

- Provider briefings to seek inputs on
  - Vision and strategy
  - Annual performance and outlook
  - Key strengths and improvement areas
  - Emerging areas of investment
  - Revenue split by region
  - Location and size of delivery centers
  - Technology solutions developed

- Buyer reference interviews, ongoing buyer surveys, and interactions
  - Drivers and challenges for adopting EOR solutions
  - Assessment of service provider performance
  - Emerging priorities
  - Lessons learned and best practices adopted

Providers assessed[1]

atlas

BIPO

deel.

GP

Links INTERNATIONAL

Mauve

MERCANS

NEEYAMO

omnipresent

Oyster

papayaglobal

remote

SAFEGUARD GLOBAL

skuad

Velocity Global

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1   Assessment for Oyster excludes service provider inputs and is based on Everest Group's proprietary Transaction Intelligence (TI) database and service provider public disclosures, and Everest Group's interactions with buyers
Note: The source of all content is Everest Group unless otherwise specified
Confidentiality: Everest Group takes its confidentiality pledge very seriously. Any information we collect that is contract specific will only be presented back to the industry in an aggregated fashion

Introduction

With remote working becoming the norm, the world has opened for businesses of all sizes. Enterprises across the world now consider global hiring as a business advantage and opportunity, allowing them to gain insights into new markets and greater diversity in ideas. Hence it is no surprise that solutions such as Employer of Record (EOR) have witnessed explosive growth over the past couple of years. An EOR partner enables companies to legally engage with workers in a new country or region, without the need to set up a legal entity or face the risk of violating local laws. EOR offerings can span across the employee administration value chain and include services such as onboarding, benefits provision, administration, payroll, as well as time & expense management, among other administration services. Given, that providing a seamless experience to a globally distributed workforce is a key imperative, technology plays an integral role in the EOR space as enterprises look to leverage the right mix of technology and human expertise to hire and retain skilled talent. Hence, beyond increasing geographic coverage, service providers are also focusing on building sophisticated EOR platforms to offer seamless employee and manager experiences through mobile-enabled self-service and chatbots, as well as data insights on compliance and talent through interactive dashboards and custom reports.

In this research, we present detailed profiles of 15 EOR providers that have been featured on the [Employer of Record (EOR) Solutions PEAK Matrix® Assessment 2022](). Our assessment is based on Everest Group's annual RFI process for 2022, interactions with leading EOR providers, client reference checks, and an in-depth analysis of the EOR market.

In this research, we focus on:
- PEAK Matrix Assessment of EOR providers
- Detailed profiles of 15 EOR providers

Scope of this report

Geography
Global

Providers
15

Services
Employer of Record

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Overview and abbreviated summary of key messages

This report examines the detailed profiles of providers analyzed in the Employer of Record (EOR) Solutions PEAK Matrix® Assessment 2022. This report provides comprehensive snapshots of the 15 EOR providers. Each profile highlights the provider's technology capabilities along with presence across geographies, industries, and buyer sizes sub-segments.

Some of the findings in this report, among others, are:
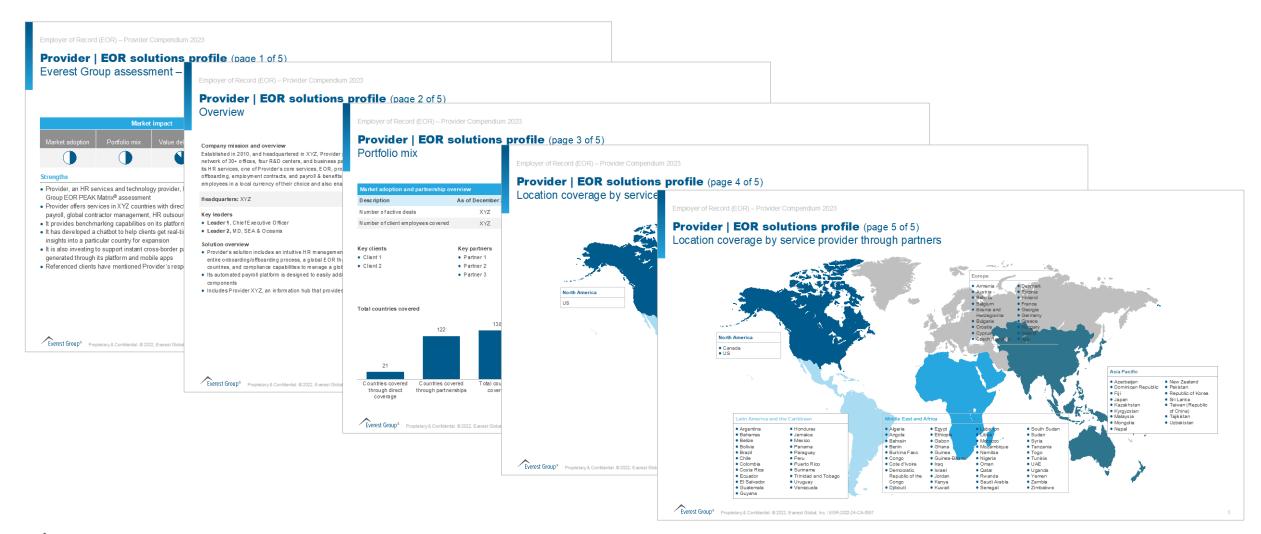
EOR provider landscape snapshot

- This section provides a snapshot of how the 15 EOR providers have been positioned on the PEAK Matrix assessment
- It also helps understand the research methodology and framework adopted to conduct the analysis

EOR provider profiles

- EOR company overview – Includes company overview, key leaders, list of key deals, investments, and announcements, key partners, and EOR revenue by industry, geography, and buyer size
- EOR platform capabilities and offerings – Includes detailed capabilities and offerings of the EOR providers such as onboarding, payroll, reporting, analytics, and others
- EOR sourcing considerations – Includes assessment of the performance of the provider as per the PEAK Matrix along with key strengths and limitations

The study provides a detailed view of providers' EOR offerings & capabilities as well as key strengths & areas of improvement | Snapshots to illustrate the depth of the report

Research calendar
Human Resources Outsourcing

■ Published ▬ Planned ▬ Current release

Reports title	Release date
Multi-Process Human Resources Outsourcing (MPHRO) State of the Market Report 2022	August 2022
Digital Adoption Platform (DAP) Products PEAK Matrix® Assessment with Technology Vendor Landscape 2022	September 2022
Earned Wage Access and Financial Wellness Solutions (EWA & FWS) in the US – Products PEAK Matrix® Assessment 2022	September 2022
Employer of Record (EOR) Solutions PEAK Matrix® Assessment 2022	September 2022
Learning Experience Platforms (LXP) – Technology Vendor Landscape with PEAK Matrix® Assessment 2022	September 2022
Multi-Country Payroll (MCP) Solutions PEAK Matrix® Assessment with Service Provider Landscape 2022	September 2022
Learning Experience Platforms (LXP) – Provider Compendium	November 2022
Employer of Record (EOR) – Provider Compendium 2023	**November 2022**
Digital Adoption Platform (DAP) – Technology Vendor Profile Compendium	Q4 2022
Employee Experience Management (EXM) State of the Market Report 2023	Q4 2022
Employer of Record (EOR) State of the Market Report 2023	Q4 2022
Multi-Country Payroll Solutions (MCPS) – Solutions Provider Compendium 2023	Q4 2022
Earned Wage Access State of the Market 2023	Q4 2022
Earned Wage Access in the US Provider Compendium 2023	Q4 2022

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