



Employer of Record (EoR) – Provider Compendium 2024

December 2024: Complimentary Abstract / Table of Contents

Provider Compendium
Human Resources



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Human Resources, Employer of Record

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- ▶ Market Vista™
- ▶ Microsoft Azure
- ▶ Microsoft Business Application Services
- ▶ Modern Application Development (MAD)
- ▶ Multi-country Payroll
- ▶ Network Services and 5G
- ▶ Oracle Services
- ▶ Outsourcing Excellence
- ▶ Payer and Provider Business Process
- ▶ Payer and Provider Information Technology
- ▶ Payment Integrity Solutions
- ▶ Price Genius – AMS Solution and Pricing Tool
- ▶ Pricing Analytics as a Service
- ▶ Process Intelligence
- ▶ Process Orchestration
- ▶ Procurement and Supply Chain
- ▶ Recruitment
- ▶ Retail and CPG
- ▶ Retirement Technologies
- ▶ Revenue Cycle Management
- ▶ Rewards and Recognition
- ▶ SAP Services
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- ▶ Software Product Engineering Services
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For more information on this and other research published by Everest Group, please contact us:

Priyanka Mitra, Vice President

Soumalya Mukhopadhyay, Practice Director

Varisha Jain, Senior Analyst

Eejya Singh, Senior Analyst

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Introduction

As organizations aim to become more agile, adaptive, and resilient in pursuing their objectives, Employer of Record (EoR) solutions offer a simple method to enter new markets while complying with local regulations. Despite recent recessionary headwinds, the rising demand for remote work, combined with increasingly complex labor regulations across regions, has accelerated EoR model adoption.

EoR providers play a vital role in supporting global hiring by ensuring compliance with local labor laws and streamlining payroll and HR functions across various jurisdictions. These providers are also investing in advanced platforms that not only improve the employee experience through user-friendly self-service tools and employee benefits but also provide businesses with data-driven insights and tailored advisory services for better decision-making.

The report contains 17 EoR providers' detailed profiles, covering the following aspects of their offerings and capabilities:

- Company overview
- Recent announcements/developments
- Market adoption and client portfolio mix
- Processes and countries supported
- Platform capability overview

Scope of this report

Geography: Global

Industry: All

Services: EoR

Overview and abbreviated summary of key messages

This compendium provides a detailed and fact-based overview of 17 EoR providers' offerings. Each profile highlights the provider's recent developments, market adoption, and platform capabilities along with geographic coverage. This report aims to help EoR providers benchmark their capabilities against their competitors and enable buyers to assess providers based on their tailored requirements, enhancements, and industry-specific needs.

Some of the findings in this report, among others, are:

Provider profiles:

Each provider profile captures the following details vis-à-vis their EoR capabilities:

- Company overview, including key leaders and recent investments and developments
- Active deals by industry and buyer size
- Market adoption and partnership overview
- Platform capability overview
- Key EoR clients
- Key partnerships
- Geographic coverage by provider through direct coverage and partners

The Employer of Record (EoR) – Provider Compendium 2024 report has 17 provider profiles

Provider 1 profile (page 1 of 4) Overview

Company mission and overview
 Provider 1 provides EoR solutions through a global network of XYZ offices. XYZ partners across global markets. With over XYZ users of its HR services, one of the largest EoR providers, XYZ provides end-to-end HR services including onboarding and offboarding, payroll and benefits management. The platform allows for payments to employ a local currency of their choice and enables payment tracking.

Headquarter: San Francisco, California **Website:** www.xyz.com

- Key leaders**
- XYZ, Chief Executive Officer
 - XYZ, Chief Financial Officer
 - XYZ, Chief Product Officer
 - XYZ, Managing Director, North America
 - XYZ, Managing Director, Europe
 - XYZ, Partner, Group Operations

- Solution overview**
- **EoR:** Provider 1's offers an intuitive HR Management System, a cloud-based entire onboarding/offboarding process, a global EoR service that helps with outsourcing in over XYZ countries, and compliance capabilities to manage
 - **Payroll:** provides an automated payroll platform designed to add/configure commissions, and other pay components
 - **Global hiring:** It provides support in sourcing, hiring, and employee assess employee onboarding or offboarding
 - **Compliance:** Mitigates risks and penalties arising from non-compliant hiring adherence to labor law mandates across diverse talent locations
 - **Analytics and reporting:** a business intelligence suite that analyzes HR in real-time predictive workforce metrics

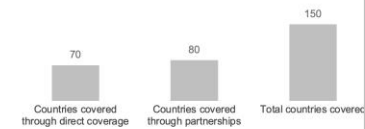
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Provider 1 profile (page 2 of 4) Portfolio mix

Market adoption and partnership overview

Description	As of December 2023	As of December 2024
Number of active deals	XYZ	XYZ
Number of client employees covered	XYZ	XYZ

- Key clients**
- XYZ
 - XYZ
 - XYZ
 - XYZ
 - XYZ
- Key partners**
- XYZ
 - XYZ
 - XYZ
 - XYZ



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Provider 1 profile (page 3 of 4) Location coverage by service provider through direct coverage

Location coverage by service provider through direct coverage



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Provider 1 profile (page 4 of 4) Location coverage by service provider through partners

Location coverage by service provider through partners



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Research calendar

Human Resources

	Published	Current release	Planned
Reports title	Release date		
Reaping the Benefits of Unified Pay Solutions: Saying Goodbye to Payday Puzzles			April 2024
People Analytics Platforms PEAK Matrix® Assessment 2024			April 2024
Introduction to the Skills Intelligence Technology Landscape			April 2024
The Skills Intelligence Technology Landscape: Focus on Talent Management			May 2024
The Skills Intelligence Technology Landscape: Focus on Talent Acquisition			May 2024
People Analytics Platforms – Provider Compendium 2024			June 2024
Digital Adoption Platforms (DAP) PEAK Matrix® Assessment 2024			September 2024
Multi-process Human Resources Outsourcing (MPHRO) Services PEAK Matrix® Assessment 2024			September 2024
Multi-country Payroll (MCP) Solutions PEAK Matrix® Assessment 2024			October 2024
Digital Adoption Platforms (DAP) – Provider Compendium 2024			October 2024
Multi-country Payroll (MCP) Solutions – Provider Compendium 2024			December 2024
Multi-Process Human Resources Outsourcing (MPHRO) – Provider Compendium 2024			December 2024
Employer of Record (EoR) – Provider Compendium 2024			December 2024
Digital Adoption Platforms (DAP) – State of the Market 2025			Q1 2025
Rewards & Recognition (R&R) PEAK Matrix® Assessment 2025			Q1 2025
Multi-country Payroll (MCP) Solutions – State of the Market 2025			Q1 2025

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Stay connected

Dallas (Headquarters)
info@everestgrp.com
+1-214-451-3000

Bangalore
india@everestgrp.com
+91-80-61463500

Delhi
india@everestgrp.com
+91-124-496-1000

London
unitedkingdom@everestgrp.com
+44-207-129-1318

Toronto
canada@everestgrp.com
+1-214-451-3000

Website
everestgrp.com

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everestgrp.com/blog

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