Employers of Record

Enabling efficient global hiring practices

2025 CONSTELLATION SHORTLIST

The Constellation ShortList™ presents vendors in different categories of the market relevant to early adopters. In addition, products included in this document meet the threshold criteria for this category as determined by Constellation Research. This Constellation ShortList of vendors for a market category is compiled through conversations with early adopter clients, independent analysis and briefings with vendors and partners.

ABOUT THIS SHORTLIST

Globalization is the longest lasting business trend that the modern economy has seen. International expansion is critical for enterprise to market their products and services to a wider audience and additional markets as fast and soon as possible, practicing Enterprise Acceleration. But working as a multinational enterprise / global enterprise comes with complexity and challenges: HR regulation differs, tax codes vary and getting to a compliant form of employment and payroll in all markets is a major headache.

Employers of record (EOR) provide key offerings to help enterprise work globally in a fast and efficient way – as they allow the local hiring of people through them... avoiding the cost and time needed to setup local entities in each country the enterprise wants / needs to operate. The result is a reduction of complexity and the enablement of what matters for enterprise these days – Enterprise Acceleration.

Artificial Intelligence is changing enterprise automation substantially and HCM is no exception. Vendors need to have enabled AI based automation in at least three of the five key HCM automation areas – with tangible success. To enable customers to uptake AI as well, vendors need to upgrade their Enterprise Application Platform (EAP) capabilities with respect to AI.

16 SOLUTIONS TO KNOW

Constellation evaluates more than 20 solutions categorized in this market. This Constellation ShortList is determined by client inquiries, partner conversations, customer references, vendor selection projects, market share, and internal research.

- ATLAS
- BORDERLESS AI
- DEEL
- G-P MERIDIAN
- MERCANS
- MULTIPLIER
- NATIVE TEAMS
- NEEYAMO WORKS
- OMNIPRESENT
- OYSTER
- PAPAYA GLOBAL
- PLAYROLL
- SAFEGUARD GLOBAL
- REMOTE
- RIPPLING
- VELOCITY GLOBAL

LIKE WHAT YOU SEE?

Consider partnering with Constellation Research on your go-to-market-strategy. Email **ShortList@ContellationR.com** for more info.

To learn more about Constellation Research Shortlists visit:
www.constellationr.com/ShortList

THRESHOLD CRITERIA

Constellation considers the following criteria for these solutions:

- Support at least 75 countries for EOR services
- Fully compliant employment in 50 countries
- Onboarding in one work week in any supported country
- Global and local payroll capabilities for both management, visibility, and support
- Adjacent capabilities, e.g. in HR Core, Time and Attendance, Workforce Management
- Have shown ROI of adoption of AI in at least three core capabilities
- Demonstrates conversational UX benefits or HR Helpdesk and HR Processes
- Over 250 customers
- Employing over 1M people in the various countries
- Over 500k paychecks / month worldwide
- Support of at least 15 languages in the system
- Support of at least 4 continents
- Staff in at least 3 continents
- Out of the box Interfaces with other global/ local HCM systems (at least 5)
- Transparent and effective pricing and costing

BUSINESS THEMES

Future of Work

New C-Suite

Technology Optimization

ABOUT CONSTELLATION RESEARCH

As an award-winning Silicon Valley-based strategic advisory and futurist analyst firm, Constellation Research serves leaders and organizations navigating the challenges of digital strategy, business-model disruption and digital transformation. Constellation works closely with solution providers, partners, C-suite executives, board of directors, and its Constellation Executive Network of buy-side leaders to lead the way in research coverage and advise clients how to achieve valuable business results.

FREQUENCY OF EVALUATION

Each Constellation ShortList is updated at least once per year. Updates may occur after six months if deemed necessary.

EVALUATION SERVICES

Constellation clients can work with the analyst and the research team to conduct a more thorough discussion of this ShortList. Constellation can also provide guidance in vendor selection and contract negotiation.

Holger Mueller
Vice President & Principal Analyst

Holger Mueller focuses on the synergies between people and software. As the hand-to-machine ratio radically changes over the next decade (primary factors: age dynamics and technology innovation), enterprises need to find the appropriate balance between changes in a dynamic workforce and the creation and adoption of next-generation applications, all determining the Future of Work and helping enterprises accelerate. Mueller provides strategy and counsel for key clients, including CTOs, CHROs and CIOs as well as investment analysts, VCs, PE firms and technology buyers.