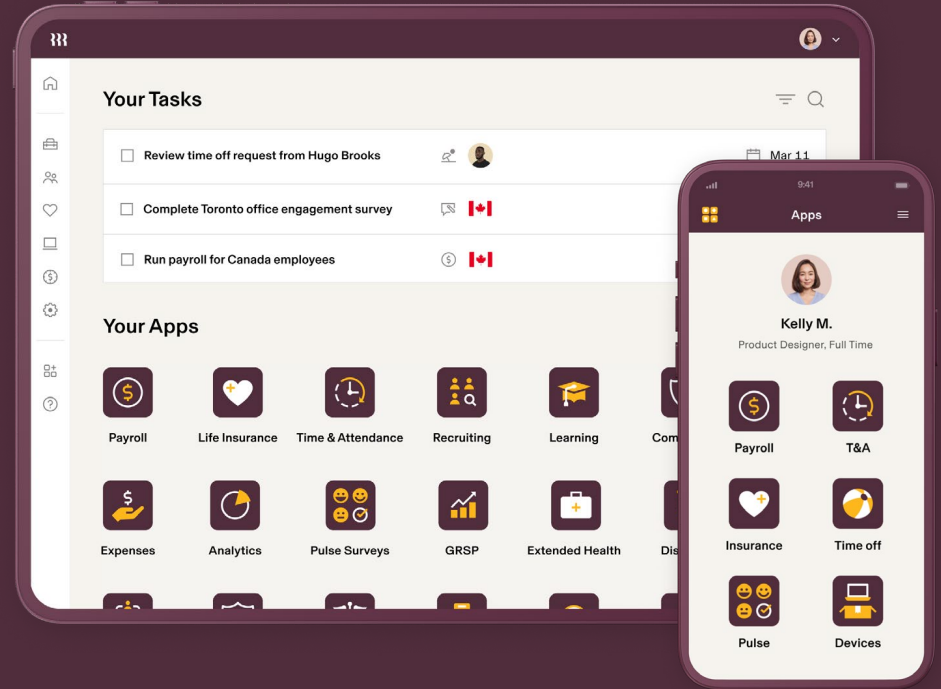


The #1 Workforce Management Platform

CANADA



PC Magazine
Editor's Choice



Software Advice
4.9 Star Rating



G2 Crowd
4.9 Star Rating



Capterra
4.9 Star Rating

Rippling is the first global workforce management platform that brings your **HR, IT, and Finance** together so you can manage and automate all of your employees' business systems—from payroll and benefits to computers and corporate cards—in one integrated, easy-to-use system.

The Future of Workforce Management

Rippling's employee system of record powers automated workflows and task completion across your entire company.

HR


- ✓ Human capital management
- ✓ Full-service payroll
- ✓ Benefits administration
- ✓ Applicant tracking
- ✓ Learning management
- ✓ Time and attendance
- ✓ Document management
- ✓ Pulse

IT

- ✓ Device management
- ✓ App and Identity management
- ✓ Password management
- + *Mobile app and 400+ integrations*






FIN

- ✓ Expense management
- ✓ Bill pay COMING SOON



Hugo Brooks
Software Engineer

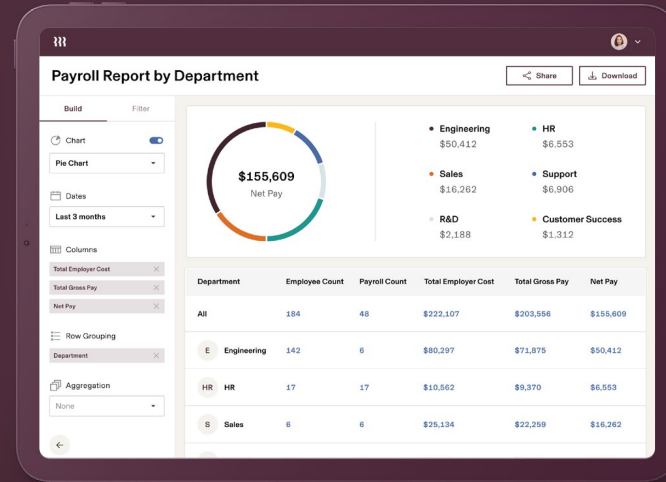
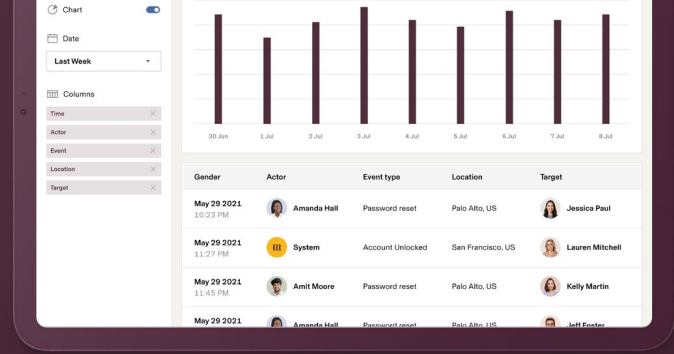
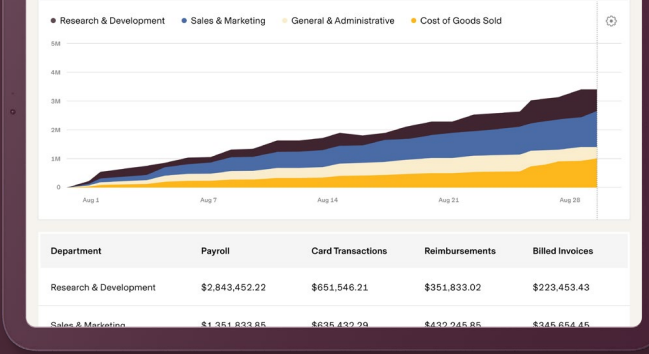
Department Engineering	Work location Ontario	Phone number (123) 456-7890
----------------------------------	---------------------------------	---------------------------------------

-  **Salary**
\$***** 
-  **Assigned Device**
Macbook Pro 16"
-  **Open Pull Requests**
20
-  **Open Jira Tickets**
8

Create and customize any report imaginable

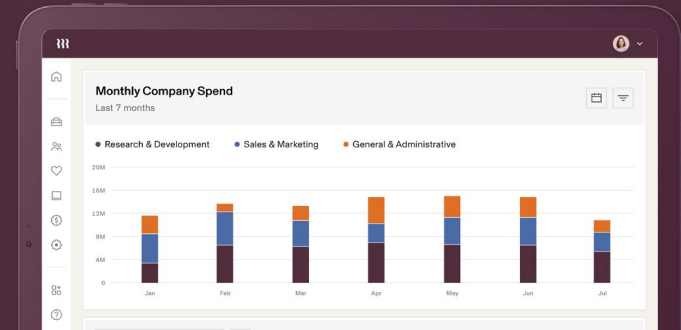
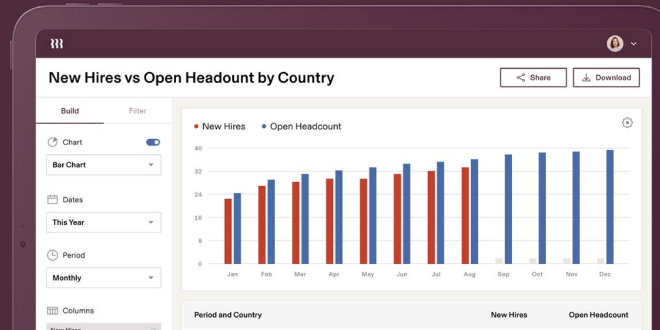
Measure headcount changes, track payroll by department, see device utilization, and more.

Then share your live reports with any person or team in your company.

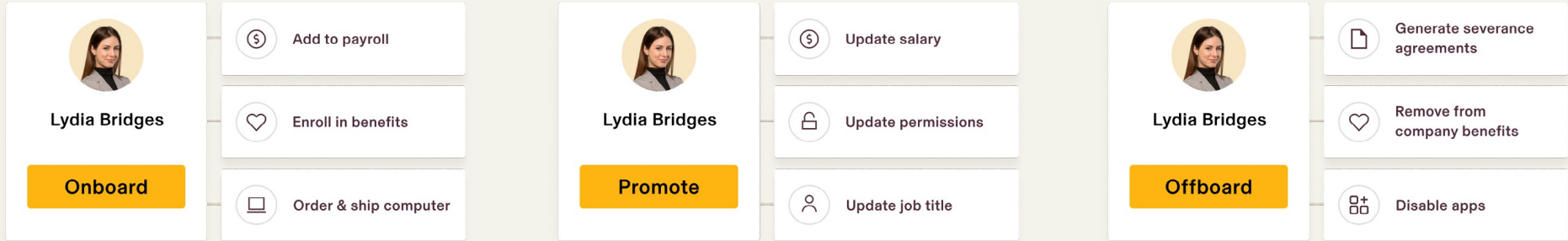


- Employee
- Payroll
- Benefits
- Time Off
- Time & Attendance
- Recruiting
- Documents
- Slack
- GitHub
- Zendesk

- Employee details
- Job Information
- Employment status
- Offer expiration date
- Offer letter
- Employment status
- End date
- Invitation date
- Offer accepted
- Offer accepted date
- Onboarding complete
- Onboarding email sent
- Start date
- Termination info
- Waiting for work authorization
- Compensation



Only Rippling can automate the entire employee lifecycle



Onboard

- Send offer to e-sign
- Run background check
- Add to payroll and benefits
- Order computer
- Install software
- Create user account in 400+ apps, like Gmail, Office 365, Slack, GitHub, and Expensify

Promote

- Seamlessly transition from a contractor to an employee
- Promote from a Level 1 Associate to a Level 2 Manager
- Auto-update all compensation and benefits based on role
- Auto-provision the right apps and permissions based on new roles—like Slack #manager channel

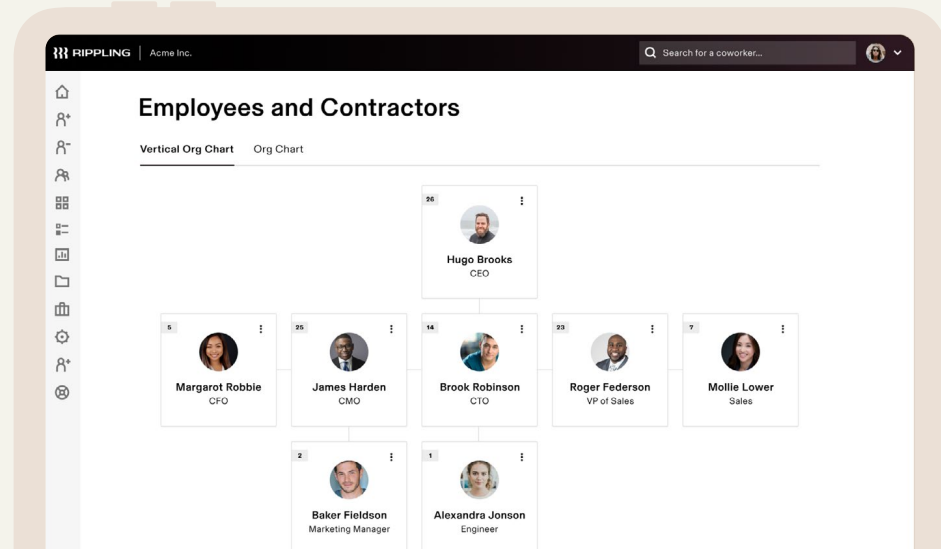
Offboard

- Send severance agreement
- Remove from payroll
- Remove from benefits
- Disable computer
- Disable all of their internal and external apps
- Assign tasks to internal team members like “give severance check in person”

Manage your people operations all in one powerful, intuitive system. From payroll to benefits and employee engagement to time tracking, Rippling helps you **automate away busy work**. Finally, you can focus on the important stuff—your people.

Human capital management

The future of workforce management is modern, easy to use, and incredibly powerful. It automates away busy work.



Employee database and org chart

A central, flexible system of record for all your employee data. Instantly find people and see where they fit in.

Team task management

Easily create and assign tasks like “take Jen out to lunch on Day 1”—across the organization. Track them in one dashboard.

Time off tracking

Create time off policies by department, role, and location. Employees can request time off, and managers can approve it, in just one click.

Custom fields and data collection

Collect and store any employee information with custom fields. Use the data across Rippling to automate access to apps (Google Workspace, Salesforce, etc.), policy rules (PTO, overtime, benefits), and more.

Advanced approval workflows

Rippling can reflect your organization’s approval processes with advanced approval chains for hiring, terminations, salary changes, and more.

Flexible permissions

Admin permissions give each user precise access levels—stating who can access and change which info.

Smart rules

Automate workflows with smart rules. Automatically provision new app accounts and policies when employees get promoted or change departments.

Automated Notifications

Never worry about forgetting to run payroll or upcoming new hire enrollment deadlines. Rippling is here to keep you on track.

Integrate with 400+ apps

Instead of entering and managing employee data in 400+ systems, you can enter data in Rippling once and see it updated everywhere.

Full-service global payroll

Rippling syncs all your business's HR data with payroll, so you never have to use a calculator or manually enter data, like hours and deductions.

The screenshot shows the 'Run Payroll' interface for Acme Inc. The table displays payroll data for five employees, including their full name, salary, bonus, commission, and reimbursements. A total row is also present at the bottom of the table.

Full Name	Salary	Bonus	Commission	Reimbursements
Alicia Milton Customer Support Associ...	\$ 2490.80	\$ 590.80	\$ 0	\$ 325.80
Margot Robinson Product Designer	\$ 1524.40	\$ 490.80	\$ 0	\$ 233.80
Bryan Stewards VP of Sales	\$ 3320.80	\$ 790.80	\$ 2,000	\$ 65.80
Jon Newman Engineer	\$ 5450.15	\$ 490.80	\$ 0	\$ 77.56
Steven Halt Web Developer	\$ 3390.82	\$ 460.80	\$ 0	\$ 49.80
Total:	\$ 10234.00	\$ 6646.00	\$ 0	\$ 887.00

Pay employees and contractors anywhere

Pay your people across the world in their local currency.

Run payroll in 90 seconds

With Rippling, you can run payroll within 90 seconds—or turn on auto-pay and never touch payroll again.

Automatic tax filing

We automatically calculate your payroll taxes and file them with the right federal and provincial agencies at the right time, every time, without you having to lift a finger.

Payroll comparison

Compare pay run to pay run and easily see any changes across pay periods.

Job codes

Manage and track where your employees' time goes and the cost of that time—by location, client, task, job type, department, and more.

Automatic onboarding

We instantly add new hires to payroll, prorate their first checks, calculate and add their deductions, and more.

Automatic updates

Rippling updates itself if an employee gets a raise, takes time off, enrolls in benefits, or makes any other change.

Automatic compliance

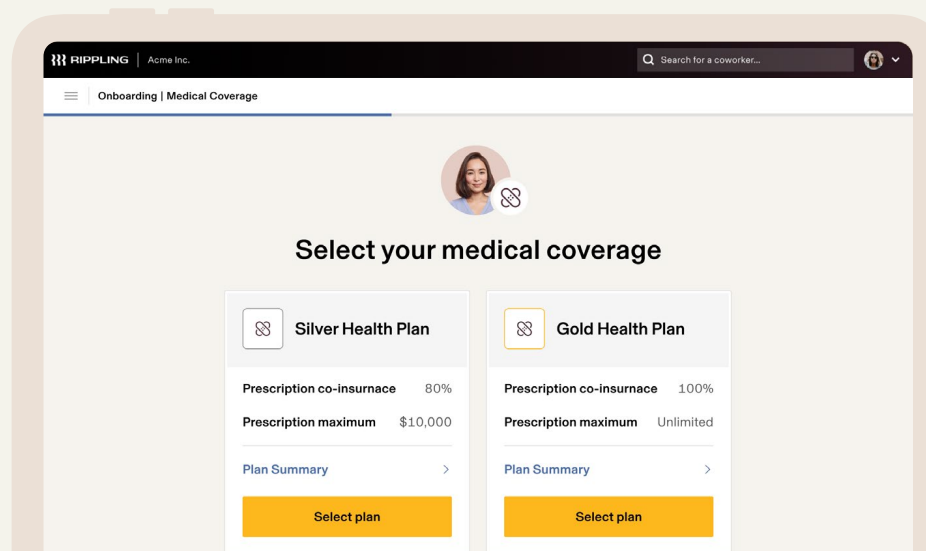
We handle your TD1s, CPP and EI deductions for you.

Accounting integrations

Rippling automatically keeps your payroll and general ledger up to date by syncing with your favorite accounting software, like QuickBooks and NetSuite.

Benefits administration

Easily manage your company's extended health benefits, life, disability, Group RRSP, and commuter plans.



Quote and get new benefits in minutes

Extended health, life, disability, and other benefits—you name it, we've got it.

Bring your own broker

Unlike other HR platforms, you have the choice to bring your own broker. Work with them in Rippling to easily pick and administer benefits company-wide.

Automatic new hire enrollment

We automatically invite your new hires to enroll in benefits—100% online and paperless—and selections are transmitted electronically to your insurance carrier.

Integrated Group RRSP plans

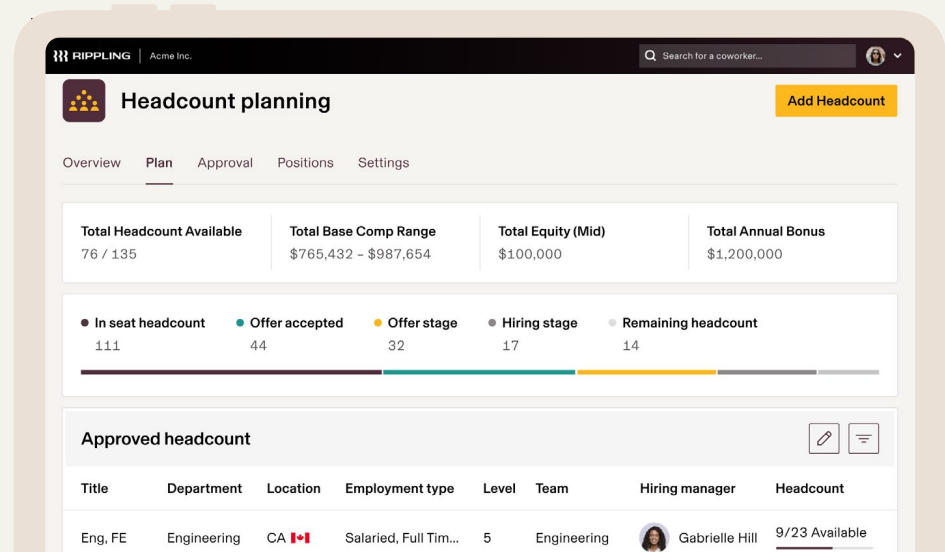
Group RRSP plans automatically sync with payroll, so you never have to worry about manually updating details during your next payrun.

Industry-best carrier fulfillment

We support EDI and carrier-specific form generation for all major insurance carriers.

Headcount planning

Stay on top of your hiring plan, tightly control your budget, and eliminate an enormous amount of admin work across Finance, HR, and Recruiting.



Keep everyone aligned—without a single spreadsheet

Share a single source of truth for approved headcount. Everyone can see how many people they're allowed to hire—and how much they can pay them—based on their role, level, location, and more.

Stay in sync with recruiting

As soon as headcount is approved, Rippling can automatically notify the recruiting team with each open role's details, so they can streamline capacity planning and start sourcing candidates right away.

Track your hiring progress and headcount costs in real-time

View your planned vs. actual headcount and headcount costs—including hires that haven't started yet—by department, location, time period, and more. Managers can track their own teams' progress right out of the box.

Remove the pain of change management

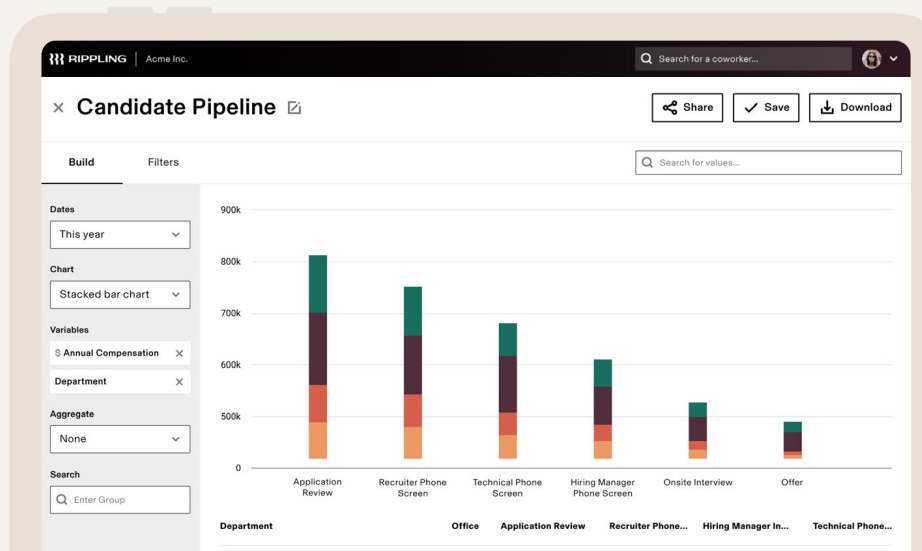
Stay flexible by routing manager requests for additional headcount, edits to approved hires, and backfills for transferred and terminated employees to the right people for approval, with clear change tracking.

Effortlessly enforce your plan

Control your headcount and compensation costs by automatically blocking out-of-policy requests, like if a manager extends an out-of-band offer to a candidate. Rippling will redirect the request to the right people for approval.

Applicant tracking

Simplify your entire hiring workflow with powerful candidate sourcing, sophisticated reports, and automated onboarding.



Post open roles in minutes

Post an open role within minutes with one-click job approval workflows.

Source candidates from dozens of job boards

Quickly find the most qualified candidates for your team. Easily source from your own network and connect to all the most popular free and sponsored job boards.

Focus on the most qualified candidates

Easily add custom screening questions to your job application forms and set automated filters, like “Thanks but no thanks” messages, based on applicant responses.

Create custom tags to filter applicants

Automatically tag candidates by application status or create custom tags based on individual attributes, such as years of experience or start date.

Easy-to-use calendar integrations

Integrate Outlook, iCal, Google, and more to quickly view team availability and schedule each interview stage with ease.

Tailor candidate communication

Easily communicate with candidates throughout their hiring process by using our pre-written messages or customizable email and SMS templates.

Optimize your hiring with powerful reporting

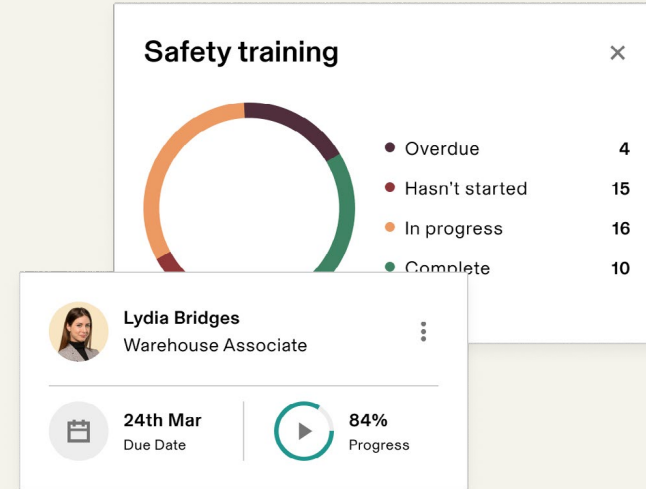
Build sophisticated reports so you can continually improve your hiring process. Easily measure the time it takes to hire key roles or which pipeline source is giving you outsized returns.

Onboard new hires in 90 seconds

Once you've found someone great, Rippling helps make onboarding a breeze. Simply enter basic hiring info like salary and start date, then click “Hire.” From there, Rippling will set up everything they need to be successful on day one, from a background check to buying and shipping their work computer.

Learning management

Launch any training program in minutes, stay compliant, and automate away busy work with Rippling Learning Management. We free up time for your team by automatically assigning courses to the right employee, tracking their progress, and sending automated reminders so you don't even have to think about it.



Assign courses at exactly the right time

Deliver training courses automatically, based on specific events like when an employee gets promoted to being a manager, or at specific times like once a year, to help you stay in compliance with labor laws.

Launch any training program in minutes

Jump-start your compliance training program with access to hundreds of pre-built courses on topics like anti-harassment, OSHA health and safety awareness, cybersecurity, and more.

All learning, zero management

Easily track progress and course completion in real time. See current enrollment status and progress across your entire organization for any particular course, with upcoming and overdue enrollments highlighted for easy, at-a-glance reporting.

Make sure everyone hits their training deadlines—every time

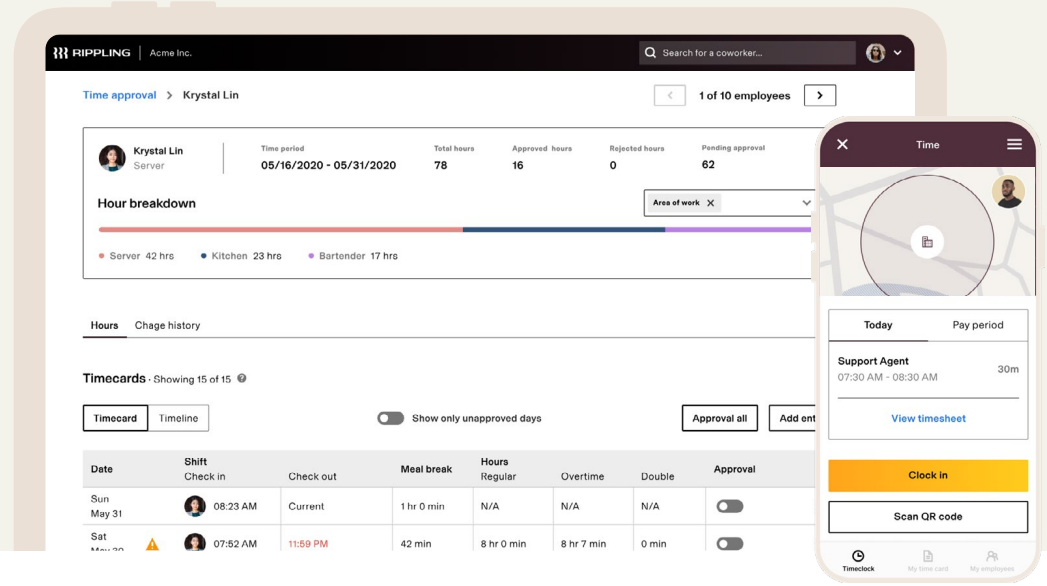
Configure automated reminders via email or push notifications to ensure timely completion of courses.

Train employees the way they learn best

Our mobile and tablet friendly courses ensure your employees can learn on their own schedule in the office, at home, or on the go. Choose from a variety of different course formats and languages to cater to your diverse workforce.

Time and attendance

Automate time tracking from check-in to paycheck, build custom policies to manage time your way, and create smart alerts to resolve issues before they happen.



Time and attendance that runs on autopilot

Ditch your spreadsheets and CSV templates. When employees clock in, their approved hours seamlessly and accurately sync with your payroll and accounting systems.

Maintain full visibility and control

You're never in the dark with Rippling. Proactively set up alerts and approval chains for any situation imaginable to prevent any unwanted surprises.

Intelligently manage labor costs

Build custom reports and visuals to group labor hours and job costs in the format your team needs to inform future staffing decisions.

Powerful job codes

Track where your employees' time is going—and what it's costing you—by client, location, project, task, or any dimension you'd like.

Custom policies

Don't settle for "off-the-shelf" solutions. Configure custom pay types, job codes, or specific overtime policies the way your business needs.

Automated compliance

Overtime, sick leave, meal break, and other local labor laws are built into the product, so you're never at risk of financial penalties.

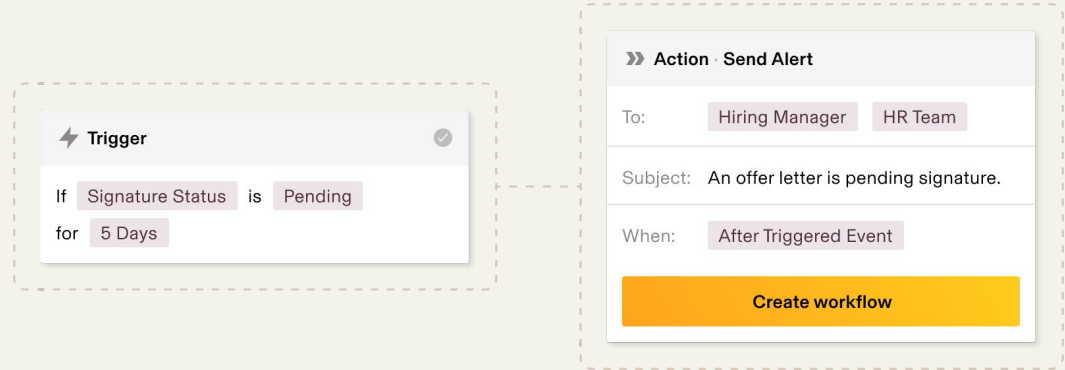
A time clock you can't outsmart

Employees can easily clock in and out on our mobile app or a tablet kiosk. Attendance enforcement features like selfie check-ins help prevent buddy punching.



Document management

Create, distribute, and govern all employee documents—offer letters, employee handbook, severance agreements, and more—all in one place.



Create and customize documents in seconds

Start from scratch, choose a template, or upload existing PDFs to create HR documents. Customize with any custom variable, like radio buttons, checkboxes, free text boxes, and more.

Collect e-signatures on any HR document

Collect e-signatures from employees and one or more company signatories.

Set up document notifications

Automatically notify admins of document milestones—such as notifying a manager when a new hire e-signs and completes their onboarding paperwork.

Eliminate manually sending documents

Create rules that dictate which documents employees should receive and when. The right documents will be automatically pre-selected when hiring, transitioning, and terminating employees.

Store documents in a logical filing structure

Create a filing structure with folders in order to easily search, create, and edit documents.

Ensure your team is compliant

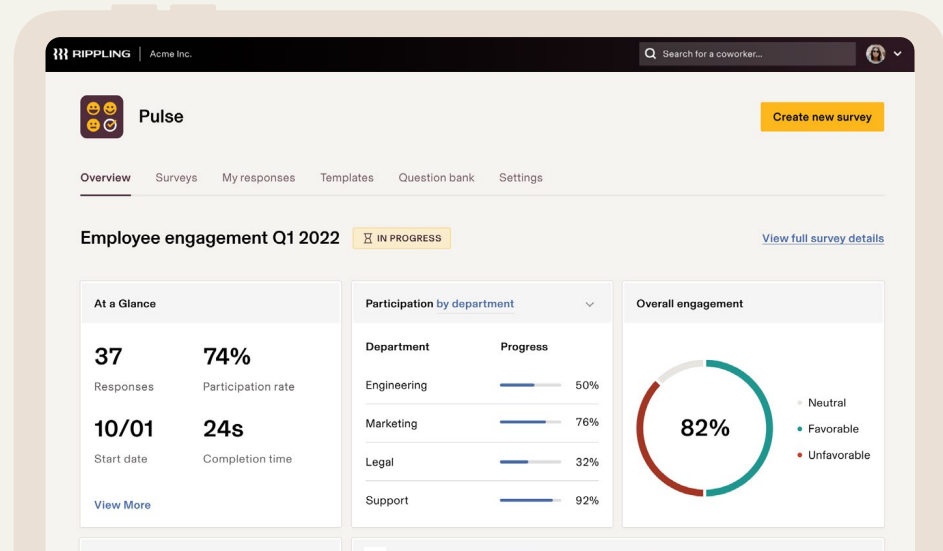
See how many employees have viewed and signed documents—such as PII agreements for employees in Quebec—and send bulk reminders to anyone with pending signatures.

Make audits a breeze with bulk download

Bulk download all the signed documents in seconds and send them to your auditor or add them to your diligence folder.

Pulse

Automatically send any survey to the right employees, at the right time—from onboarding to exit surveys—and trigger follow-up actions based on responses. Then, analyze responses by department, level, location, and any other data in the Employee Graph, and answer the “why?” behind the data in seconds.



Automatically send any survey based on any employee data

With just a few clicks, you can automate any survey—like onboarding surveys sent 14 days after a new hire starts.

Send any survey with zero admin work

Survey the right employees in seconds without having to manually enter a single recipient. Just select the employee attributes you want to target—like engineers in British Columbia—and click send.

Trigger follow-up actions based on survey responses

Automatically send notifications, schedule meetings, and even distribute additional surveys based on employee responses—and act quickly on feedback.

Safely allow managers to survey their people

Role-based permissions give exactly the right people—like managers and department heads—the power to create and send surveys, while limiting the scope of the data they can see.

Get started quickly with peer-reviewed templates

Customizable survey templates—like engagement, onboarding, and exit surveys—let you gather feedback quickly without starting from scratch. Or create your own custom surveys on any subject imaginable.

Uncover important trends with unified reporting

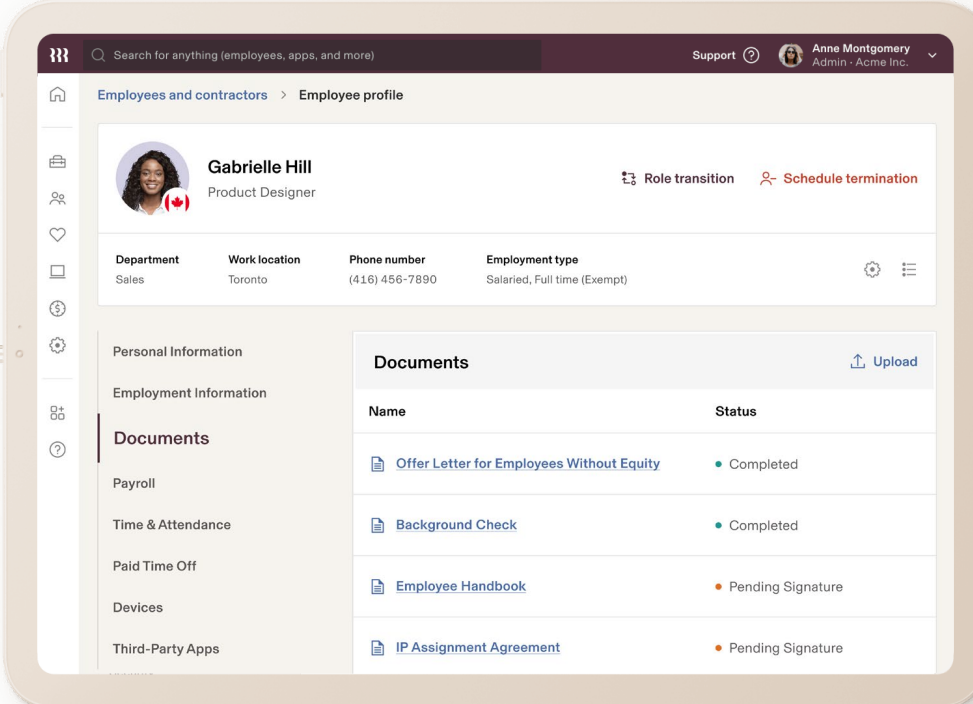
Cut survey data any way you want with up-to-date employee information available only in Rippling, like level, compensation, equity, and even third-party app data, and uncover meaningful trends.

All your HR. One command center.


Onboarding



Employee
Changes


Offboarding



The screenshot displays the 'Employee profile' page for Gabrielle Hill, a Product Designer. The interface includes a search bar at the top, a user profile section with a photo and name, and a sidebar menu with categories like Personal Information, Employment Information, Documents, Payroll, Time & Attendance, Paid Time Off, Devices, and Third-Party Apps. The main content area shows a 'Documents' table with the following entries:

Name	Status
Offer Letter for Employees Without Equity	Completed
Background Check	Completed
Employee Handbook	Pending Signature
IP Assignment Agreement	Pending Signature


Payroll


Benefits

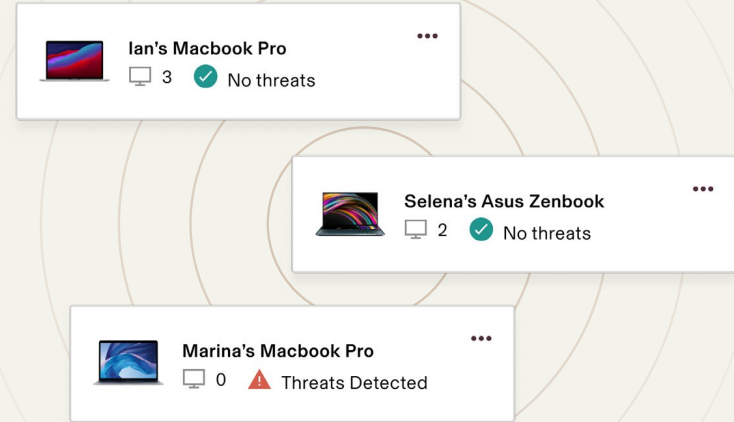

Third-Party Apps


More

One integrated solution to **securely manage identity, access, and devices**. Rippling makes it easy to remotely configure, manage, and protect the computers and apps your employees use every day. Empower everyone to do their best work without any hassle.

Device management

Rippling is the only system that lets you order, configure, secure, and manage both Macs and PCs in one place.



View, monitor, and manage all your devices

No more spreadsheets. View and manage all your organization's devices in one place.

Custom device profiles

Create custom profiles to pre-configure settings for everything from WiFi, firewalls, and VPN to TouchID.

Compliance reporting

Run reports across your company's device inventory for computer level details, OS versions, security settings, and more.

Software updates

Keep your devices running smoothly and securely with automatic updates for your applications and operating systems.

Create and enforce strong security policies

Rippling protects your data through automatic hard drive encryption, strong password policy enforcement, and more.

Remotely wipe and reassign devices

Remotely wipe a terminated employee's computer and prepare it for your next hire.

Automatic onboarding and offboarding

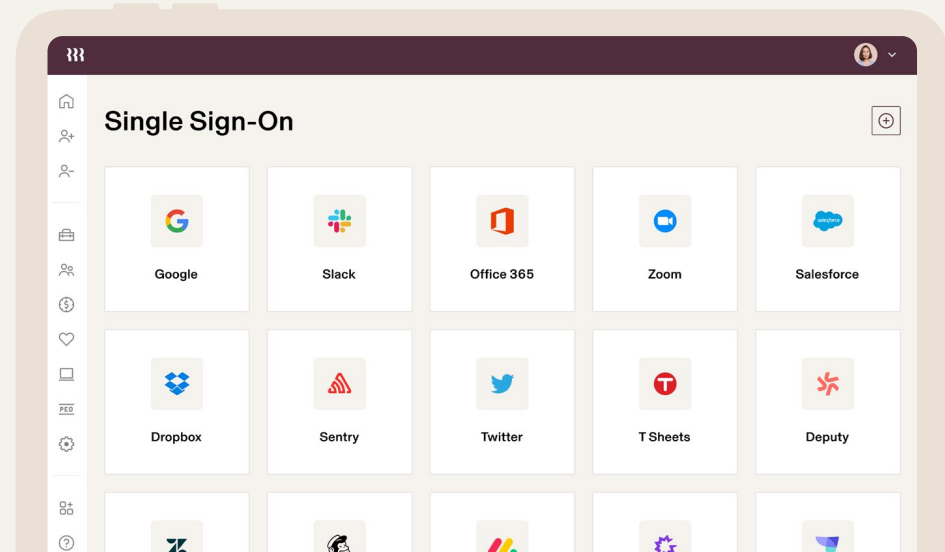
Automatically order and preconfigure hardware for new hires, or instantly disable computers for departing employees.

Configure devices and pre-install software

Provide each employee with the right software they need to be successful on their first day by role or department.

App and identity management

Rippling's cloud-based directory synchronizes data and automates access to apps across your entire workforce. Identity management that's secure, flexible, and easy to use.



Create user accounts for new hires

When an employee joins, you can instantly create a user account in hundreds of apps like Gmail and Office 365.

Disable user accounts for ex-employees

When an employee leaves, Rippling automatically suspends access to all of their services and deactivates their passwords.

Manages groups, permissions, subscriptions, and more

Creating an employee's account is only half the battle. Rippling goes farther and will give your employees the right access in each system based on your policies.

Connect with 400+ third-party apps

Rippling can connect with everything from collaboration tools like Google Workspace and Office 365, to developer tools like AWS and GitHub.

Securely sign into all your apps in one click

Your employees can securely sign into hundreds of web apps in just one click, from any device—no username or password required.

Visibility and compliance

Every business has its own security controls, and Rippling is ready to help. Manage access across the company and monitor compliance with real-time reporting.

Two-factor authentication

Rippling adds an extra layer of security to your organization with support for Yubikey, DUO, and OTP.

Secure password management

For those applications that don't support SSO, Rippling provides a password manager that scales across the company. Easily share passwords by team, role, or department.

Application ecosystem

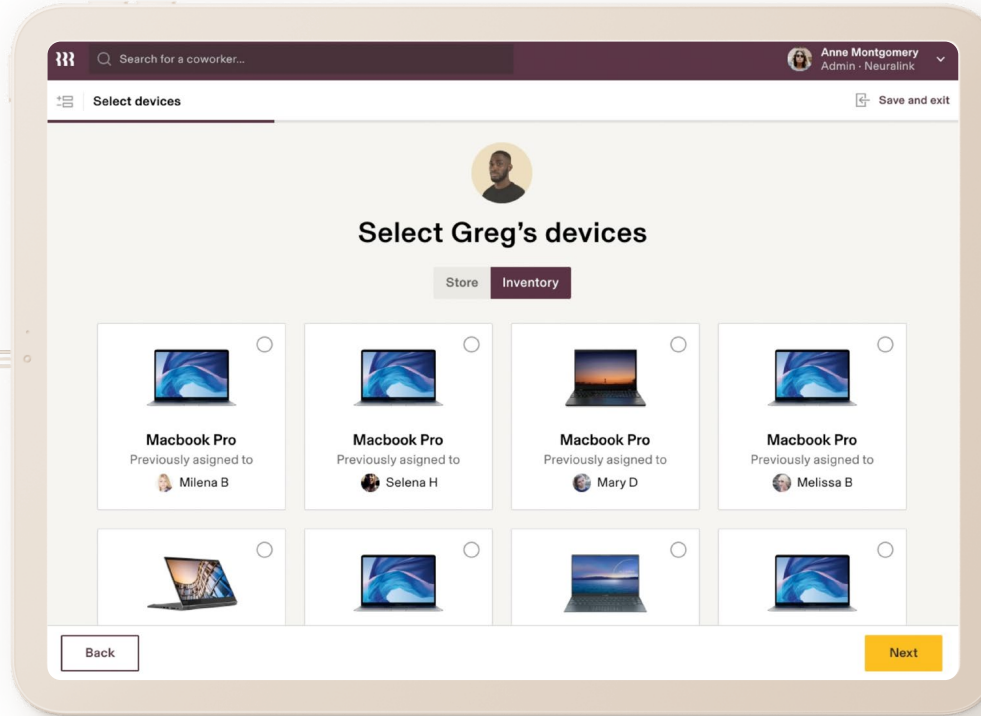
Rippling's App Shop provides customers with product reviews, detailed descriptions, and exclusive discounts for hundreds of web applications.

One IT platform to rule them all


Onboarding


Employee
Changes


Offboarding



Apps



Devices



Inventory

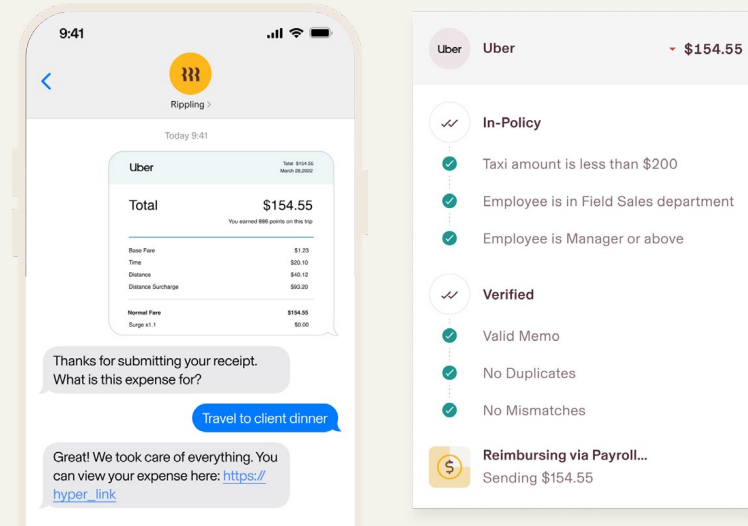


Unified Workforce

Manage expenses, reimburse employees, and (coming soon) pay your bills in one place. Rippling allows you to **consolidate** systems, gain more **control** over out-of-policy spend, and **automate** >95% of your busy work. Give your employees the freedom to buy what they need without worrying that they may overspend or waste money.

Expense Management

Create expense policies based on any employee data in the company, such as organizational structure or employee level, and assign policies that automatically manage team spend. Rippling Expense Management syncs with Rippling Payroll, so admins can review approved expense requests and reimburse employees all in one place.



Reimburse people in 100+ countries

Rippling provides the quickest way to reimburse employees and contractors for business expenses, no matter where they are in the world.

Issue payments in any currency

When you reimburse employees with Rippling Payroll, you can pay them in their local currency while reviewing and reporting on the transaction in yours.

View reimbursement requests in Payroll

Only Rippling lets you drill down into reimbursement requests directly in pay runs. You can finally answer the question, “Why did this person spend \$500?” without putting them on the spot and creating unnecessary tension.

Review receipts translated from any language

When an employee submits a receipt, Rippling can translate the line items and convert the currencies for the reviewer.

Send reminders automatically

Rippling automatically reminds employees to complete their expense requests with receipts and memos, saving you the time spent chasing down forgetful employees.

Catch receipt mismatches instantly

Mismatches between transactions and receipts entered by employees are flagged by Rippling, even when they are in different currencies.

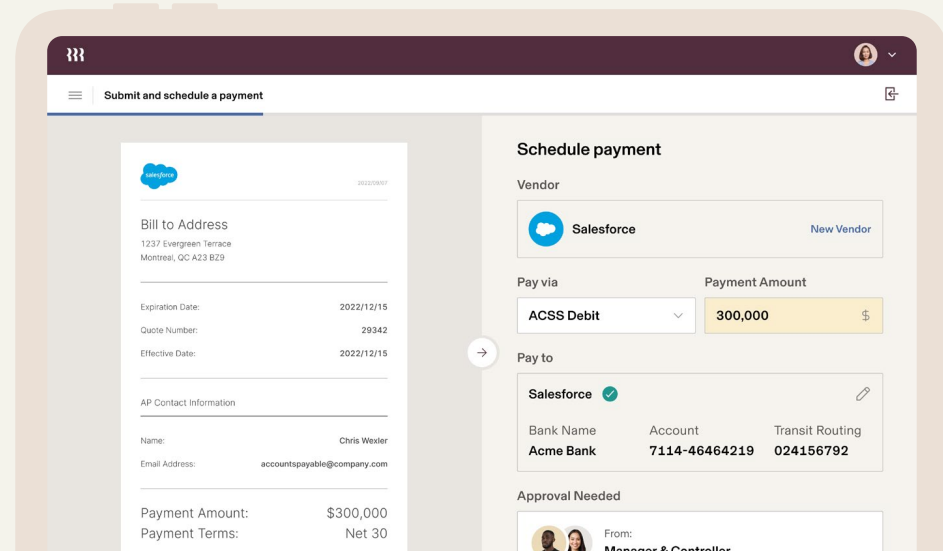
Deduplicate expenses immediately

Rippling immediately detects duplicate expenses, alerts the submitter, and flags them for review if they continue to submit.

Bill Pay

COMING SOON

Rippling Bill Pay streamlines your bill-paying process by automatically creating bills from invoices and routing them for approval. Other features include—duplicate invoice detection, scheduled payments, and amortizations. Rippling Bill Pay allows you to pay your bills with accuracy, manage your bills from a single location, and close your books faster.



Create bills in one click

Upload or forward invoices and Bill Pay will instantly capture all of the information included, sync it to your accounting integration, and flag any potential duplicates or mistakes.

Create detailed bill payment reports

Create reports to assist you in better tracking and managing your expenses. You can use them to stay on top of essential bills that need to be paid on time, view unpaid invoices sorted by due date, and forecast future outflows.

Route bill approvals automatically

Bills that require approvals can be automatically routed to the correct approvers based on their role in the company. Only Rippling enables you to create advanced approval automations based on employee data.

Pay vendors around the world

Paying international vendors in local currency allows for more efficient and cost-effective payments, and can help to avoid unfavorable exchange rates through a separate payment processor.

Amortize all of your bills

With Rippling, you can set up amortization terms for bills using an amortization schedule template. The payments sync to your accounting integration—Sage Intacct, Netsuite, Xero, or QuickBooks.

Collect up-to-date payment information from vendors

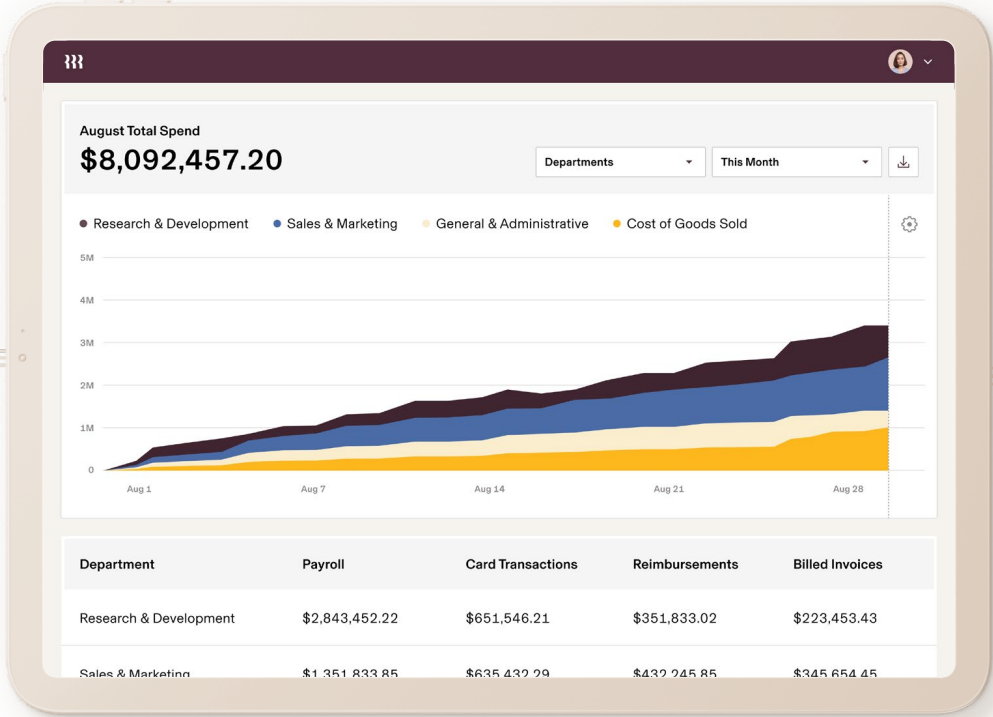
Bill Pay customers can provide their vendors with a portal on Rippling to send invoices, update their payment information, and more.


All your spend in one Finance system


Onboarding



Employee
Changes


Offboarding




Employee Expenses


Bill Payments


Payroll

Questions? Contact your Rippling Account Executive
or sales@rippling.com.

