

# Global Product Coverage

Managing your global team just got easier. This table provides timelines for Rippling's global product roadmap.

Updated October 2023\*

**PRODUCT DESCRIPTIONS**

### **Contractor Payments**

Onboard and pay global contractors in a single system with localized onboarding, flexible payments in your HQ currency or your contractor's currency, and country-specific consulting agreement templates.

### **Payroll**

Run global payroll with automatic adjustments for overtime rates, tax deductions and filings, and leave adjustments. Inputs like salary changes or hours automatically flow between Rippling HRIS, Time and Attendance, and Payroll.

### **HRIS**

Manage your global employees in one system. Rippling dynamically localizes onboarding flows to collect location-specific information—from employee identification numbers and documents to localized addresses and currencies.

### **Compliance 360**

Manage compliance policies for your global employees, including location-specific holiday calendars, overtime rules, minimum wage rules, and leave policies.

### **LMS**

Keep your company compliant with courses on topics like harassment, security, and health and safety awareness.

### **EOR**

Hire and pay employees through a Rippling entity. Rippling provides benefits, ensures compliance, and handles employee events like leaves, performance management, and terminations.

### **Benefits Administration**

From retirement plans to supplemental health insurance, you can offer rich local benefits through top local brokers—or integrate your existing benefits.

### **Inventory Management**

Automate device inventory management for your global workforce. Easily retrieve, decommission, store, and reassign devices without physically interacting with the devices.

### **Expense Management**

Easily reimburse employees around the world. Issue payments in any currency, and collect receipts in any language.

### **Corporate Cards**

With Rippling, you can issue branded corporate cards to your team, control their spend, and reconcile expenses with nearly zero effort.

\*The dates in the timelines can shift, and we are not promising specific launch dates.

Full Global Product Suite											
COUNTRY	CONTRACTOR PAYMENTS	HRIS	COMPLIANCE 360	LMS	EOR	PAYROLL	BENEFITS ADMIN	DEVICE MANAGEMENT	INVENTORY MANAGEMENT	EXPENSE MANAGEMENT	CORPORATE CARDS
USA	✓ HQ USD	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Canada	✓ HQ CAN	✓	✓	✓	✓	✓	✓	2023-11-01	✓	✓	2024-03-01
United Kingdom	✓ HQ GBP	✓	✓	✓	✓	✓	✓	2023-11-01	✓	✓	2024-03-01
Australia	✓ HQ AUD	✓	✓	✓	✓	✓	✓	2023-11-01	TBD	✓	TBD
India	✓ HQ INR	✓	✓	✓	USA only	USA only	TBD	2023-11-01	TBD	✓	TBD
France	✓ HQ EUR	✓	✓	✓	✓	✓	✓	2023-11-01	2023-11-01	✓	2024-04-01
Ireland	✓ HQ EUR	✓	✓	✓	✓	✓	✓	2023-11-01	2023-11-01	TBD	2024-04-01
Germany	✓ HQ EUR	✓	✓	✓	✓	2024-05-01	✓	2023-11-01	2023-11-01	TBD	TBD
Netherlands	✓ HQ EUR	✓	✓	✓	✓	2024-03-01	✓	2023-11-01	2023-11-01	TBD	2024-04-01
Poland	✓ HQ PLN	✓	✓	✓	✓	TBD	✓	2023-11-01	2023-11-01	TBD	TBD
Portugal	✓ HQ EUR	✓	✓	✓	2023-12-01	2024-05-01	2023-12-01	2023-11-01	2023-11-01	TBD	TBD
Spain	✓ HQ EUR	✓	✓	✓	✓	TBD	✓	2023-11-01	2023-11-01	TBD	TBD
Belgium	✓ HQ EUR	✓	✓	✓	TBD	TBD	TBD	2023-11-01	2023-11-01	TBD	TBD
Brazil	✓ HQ BRL	✓	✓	✓	USA only	TBD	TBD	2023-11-01	TBD	TBD	TBD
Colombia	✓ HQ COP	✓	✓	✓	2024-05-01	TBD	TBD	2023-11-01	TBD	TBD	TBD
Czech Republic	✓ HQ CZK	✓	✓	✓	TBD	TBD	TBD	2023-11-01	2023-11-01	TBD	TBD
Denmark	✓ HQ DKK	✓	✓	✓	TBD	TBD	TBD	2023-11-01	2023-11-01	TBD	TBD
Finland	✓ HQ EUR	✓	✓	✓	TBD	TBD	TBD	2023-11-01	2023-11-01	TBD	TBD
Israel	✓ HQ ILS	✓	✓	✓	2024-03-01	TBD	TBD	2023-11-01	TBD	TBD	TBD
Mexico	✓ HQ MXN	✓	✓	✓	2024-01-01	TBD	TBD	2023-11-01	TBD	TBD	TBD
New Zealand	✓ HQ NZD	✓	✓	✓	TBD	TBD	TBD	2023-11-01	TBD	TBD	TBD
Norway	✓ HQ NOK	✓	✓	✓*	TBD	TBD	TBD	2023-11-01	TBD	TBD	TBD
Philippines	✓ HQ PHP	✓	✓	✓	2024-04-01	TBD	TBD	2023-11-01	TBD	TBD	TBD
Puerto Rico	✓ HQ USD	✓	✓	✓	2024-05-01	TBD	TBD	2023-11-01	TBD	✓	TBD
Singapore	✓ HQ SGD	✓	✓	✓	2024-02-01	2024-03-01	TBD	2023-11-01	TBD	TBD	TBD
Sweden	✓ HQ SEK	✓	✓	✓	2024-03-01	TBD	TBD	2023-11-01	2023-11-01	TBD	TBD
Switzerland	✓ HQ CHF	✓	✓	✓	2024-04-01	TBD	TBD	2023-11-01	TBD	TBD	TBD

Contractor Payments Key	✓ LIVE	HQ CURRENCY SUPPORTED IN HQ/LOCAL FUNDING COUNTRY	Currency Abbreviation	CURRENCY SUPPORTED IN CONTRACTOR'S COUNTRY
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\*We offer courses for these country. However, in-person training might be required as well, which we cannot support in our LMS.

## Global: Contractor, HRIS, Compliance 360, LMS, EOR

COUNTRY	CONTRACTOR PAYMENTS	HRIS	COMPLIANCE 360	LMS	EOR	PAYROLL	BENEFITS ADMIN	DEVICE MANAGEMENT	INVENTORY MANAGEMENT	EXPENSE MANAGEMENT	CORPORATE CARDS
Argentina	✓ HQ ARS	✓	✓	✓	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Armenia	✓ HQ	✓	✓	✓	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Austria	✓ HQ EUR	✓	✓	✓	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Bangladesh	✓ HQ BDT	✓	✓	✓	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Bulgaria	✓ HQ BGN	✓	✓	✓*	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Chile	✓ HQ CLP	✓	✓	✓	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
China	✓ HQ CNY	✓	✓	✓	2023-12-01	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Costa Rica	✓ HQ	✓	✓	✓	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Dominican Republic	✓ HQ	✓	✓	TBD	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Estonia	✓ HQ EUR	✓	✓	✓	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Greece	✓ HQ EUR	✓	✓	✓	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Hong Kong	✓ HQ HKD	✓	✓	✓	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Hungary	✓ HQ HUF	✓	✓	✓	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Indonesia	✓ HQ IDR	✓	✓	✓	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Italy	✓ HQ EUR	✓	✓	✓	2024-01-01	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Japan	✓ HQ JPY	✓	✓	✓	2024-01-01	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Lithuania	✓ HQ EUR	✓	✓	✓*	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Luxembourg	✓ HQ EUR	✓	✓	✓	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Nigeria	✓ HQ NGN	✓	✓	✓	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Pakistan	✓ HQ PKR	✓	✓	✓	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Romania	✓ HQ RON	✓	✓	✓	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Saudi Arabia	✓ HQ SAR	✓	✓	TBD	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Serbia	✓ HQ	✓	✓	NOT SUPPORTED	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Slovakia	✓ HQ EUR	✓	✓	✓	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Slovenia	✓ HQ EUR	✓	✓	✓	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
South Africa	✓ HQ ZAR	✓	✓	✓	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
South Korea	✓ HQ KRW	✓	✓	TBD	2024-02-01	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Thailand	✓ HQ THB	✓	✓	✓	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Turkey	✓ HQ TRY	✓	✓	✓	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
UAE	✓ HQ AED	✓	✓	✓*	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Ukraine	✓ HQ	✓	✓	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Uruguay	✓ HQ UYU	✓	✓	✓	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Vietnam	✓ HQ VND	✓	✓	✓	TBD	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED

Contractor Payments Key
✓ LIVE
HQ CURRENCY SUPPORTED IN HQ/LOCAL FUNDING COUNTRY
Currency Abbreviation
CURRENCY SUPPORTED IN CONTRACTOR'S COUNTRY

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## Global: Contractor, HRIS, Compliance 360

COUNTRY	CONTRACTOR PAYMENTS	HRIS	COMPLIANCE 360	LMS	EOR	PAYROLL	BENEFITS ADMIN	DEVICE MANAGEMENT	INVENTORY MANAGEMENT	EXPENSE MANAGEMENT	CORPORATE CARDS
Albania	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Andorra	✓ HQ EUR	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Anguilla	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Azerbaijan	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Bahamas	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Bahrain	✓ HQ BHD	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Barbados	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Belize	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Bermuda	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Bhutan	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Bolivia	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Brunei	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Cambodia	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Cameroon	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Croatia	✓ HQ HRK	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Cyprus	✓ HQ EUR	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Ecuador	✓ HQ USD	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Egypt	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
El Salvador	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Fiji	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Gabon	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Georgia	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Grenada	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Guatemala	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Iceland	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Honduras	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Jamaica	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Jordan	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Kazakhstan	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Kenya	✓ HQ KES	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Kosovo	✓ HQ EUR	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Kyrgyzstan	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Kuwait	✓ HQ KWD	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Latvia	✓ HQ EUR	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Liechtenstein	✓ HQ CHF	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Macao	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED

Contractor Payments Key	✓	LIVE	HQ	CURRENCY SUPPORTED IN HQ/LOCAL FUNDING COUNTRY	Currency Abbreviation	CURRENCY SUPPORTED IN CONTRACTOR'S COUNTRY
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CONTINUED:

**Global:  
Contractor, HRIS,  
Compliance 360**

	CONTRACTOR PAYMENTS	HRIS	COMPLIANCE 360	LMS	EOR	PAYROLL	BENEFITS ADMIN	DEVICE MANAGEMENT	INVENTORY MANAGEMENT	EXPENSE MANAGEMENT	CORPORATE CARDS
Madagascar	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Maldives	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Monaco	✓ HQ EUR	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Moldova	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Macedonia	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Mongolia	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Mozambique	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Mauritius	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Malaysia	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Malta	✓ HQ EUR	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Montenegro	✓ HQ EUR	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Namibia	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Nepal	✓ HQ NPR	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Nicaragua	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Oman	✓ HQ OMR	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Paraguay	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Peru	✓ HQ PEN	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Qatar	✓ HQ QAR	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
San Marino	✓ HQ EUR	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Senegal	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Seychelles	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Sri Lanka	✓ HQ LKR	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Taiwan	✓ HQ TWD	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Tajikistan	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Turkmenistan	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Trinidad and Tobago	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Tanzania	✓ HQ TZS	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Uganda	✓ HQ UGX	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Uzbekistan	✓ HQ	On Demand	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED

Contractor Payments Key	✓ LIVE	HQ CURRENCY SUPPORTED IN HQ/LOCAL FUNDING COUNTRY	Currency Abbreviation	CURRENCY SUPPORTED IN CONTRACTOR'S COUNTRY
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## Global: Contractor, HRIS

COUNTRY	CONTRACTOR PAYMENTS	HRIS	COMPLIANCE 360	LMS	EOR	PAYROLL	BENEFITS ADMIN	DEVICE MANAGEMENT	INVENTORY MANAGEMENT	EXPENSE MANAGEMENT	CORPORATE CARDS
Aruba	✓ HQ	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Antigua	✓ HQ	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Burundi	✓ HQ	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Benin	✓ HQ	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Burkina Faso	✓ HQ	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Central African Republic	✓ HQ	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Congo	✓ HQ	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Cape Verde	✓ HQ	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Djibouti	✓ HQ	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Dominica	✓ HQ	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Gambia	✓ HQ	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Laos	✓ HQ	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Lesotho	✓ HQ	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Mauritania	✓ HQ	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Malawi	✓ HQ	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Palau	✓ HQ	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Papua New Guinea	✓ HQ	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Suriname	✓ HQ	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Swaziland	✓ HQ	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Togo	✓ HQ	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
East Timor	✓ HQ	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Tonga	✓ HQ	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Tuvalu	✓ HQ	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED
Zambia	✓ HQ	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED	2023-11-01	NOT SUPPORTED	NOT SUPPORTED	NOT SUPPORTED

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