

Rippling Global Workforce Management



Software Advice
4.9 Star Rating



G2 Crowd
4.9 Star Rating



PC Magazine
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Capterra
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4.9 Star Rating

Without Rippling, businesses are forced to support their global workforce with an HR stack like this:



With Rippling, it looks a little different.



Rippling is the first **global workforce platform**, designed to support companies at every stage of growth—from paying your first global contractor to managing entities with large workforces around the world.

With an HRIS that adapts to country-specific requirements, a payroll system that pays employees in local currencies and automatically files in-country taxes, tools that automate your global compliance for everything from sick leave to minimum wage laws, and more, it's never been easier to manage a global workforce.

One HR system for your team everywhere

With Rippling, you can finally bring your employee data from around the world into a single system. Rippling dynamically localizes onboarding flows based on work location—from fields and documents to currencies—to collect the right country-specific information.

The image displays two overlapping employee onboarding forms. The background form is for Amit Moore in Hyderabad, India, and the foreground form is for Dietrich Weber in Heidelberg, Germany. Each form contains a profile picture, name, location, and several data fields with values.

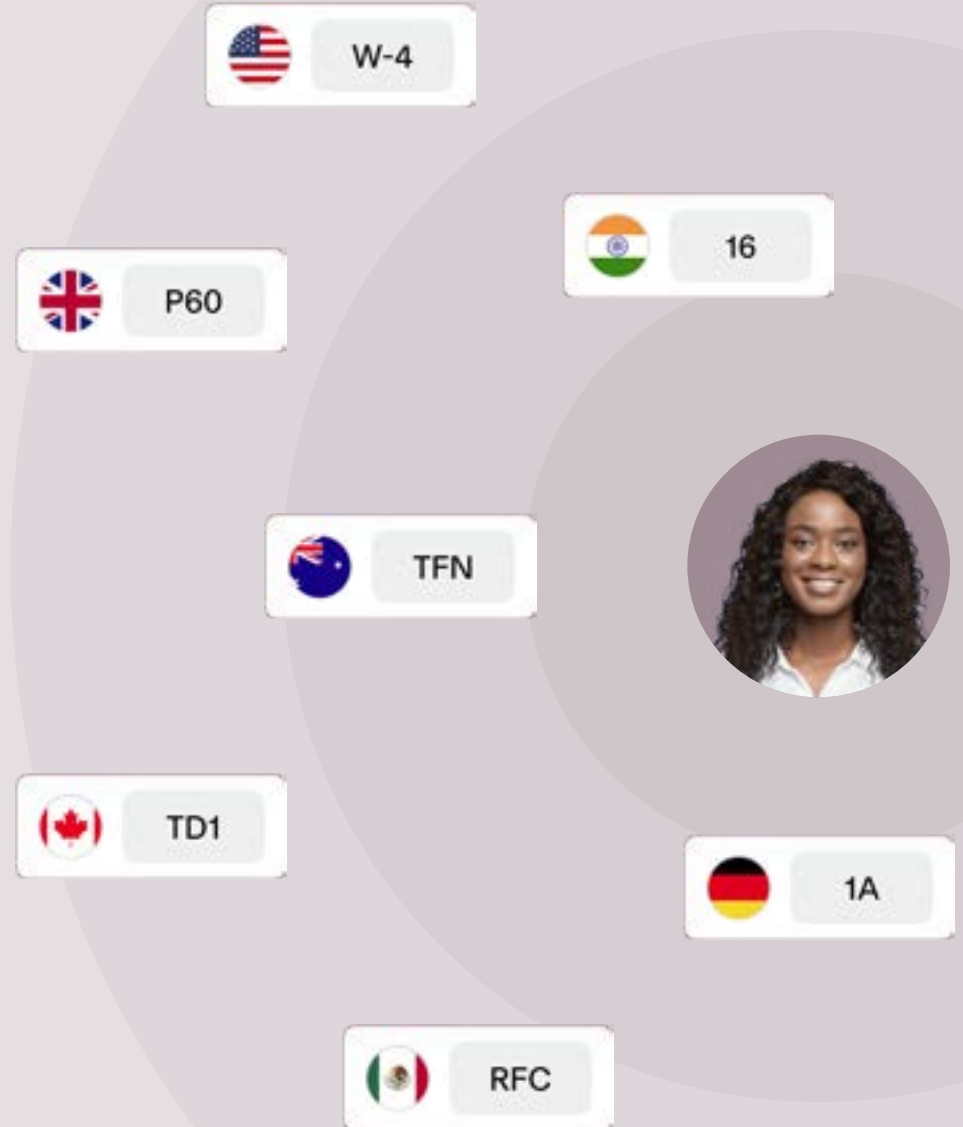
Field	Amit Moore (Hyderabad, India)	Dietrich Weber (Heidelberg, Germany)
Date of Birth	12 November, 1982	1985/10/15
Cost to Company (CTC)	₹1,250,000 INR	€115,000 EUR
Aadhaar Number	3977-8800-0234	
Universal Account ID	100018336042	
Sozialversicherungsnummer		12123456M123

GLOBAL ONBOARDING

Onboard new hires anywhere from a single system

Set up employees and contractors across the globe with everything they need in just 90 seconds.

- ✓ Generate country-specific employment documents
- ✓ Run background checks
- ✓ Verify minimum wage and leave requirements
- ✓ Add to locally compliant overtime policies
- ✓ Send IP agreements
- ✓ Enroll in country-specific benefits
- ✓ Assign country-specific compliance training

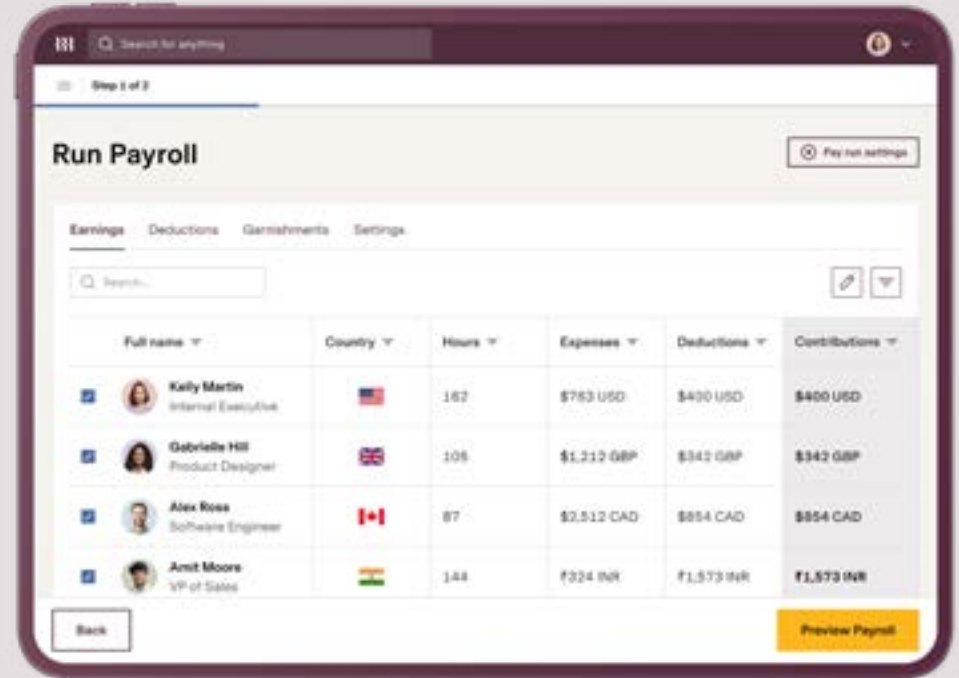


GLOBAL PAYROLL

Pay employees around the world

Rippling's platform is truly global, with no reliance on third-party payroll systems, which lets you run payroll faster and with more flexibility.

- ✓ Pay people around the world in under 5 days
- ✓ Instantly calculate and file taxes in every country
- ✓ Run off-cycle payroll for mid-month bonuses, commission, and reimbursements
- ✓ Sync time off, hours, deductions, and more to payroll in a single global system
- ✓ Automatically sync payroll and expenses with your general ledger

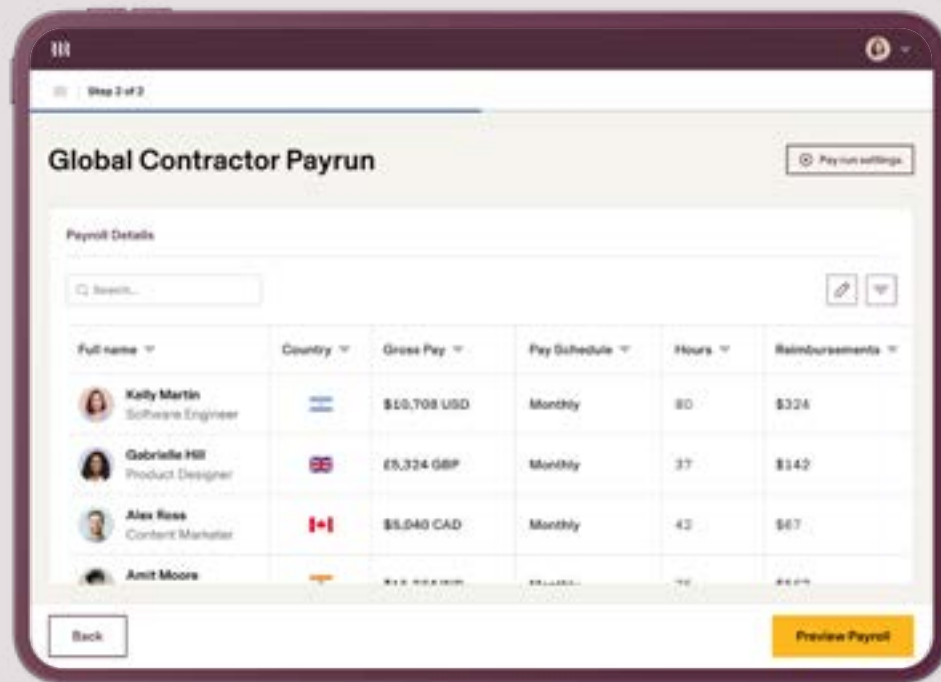




Onboard and pay your contractors around the world in a single system

With localized onboarding, flexible payments in local currency or USD, and more, Rippling has everything you need to manage and pay your global contractors in the same place as your employees.

- ✓ Access country-specific consulting agreement templates
- ✓ Pay in local currency or USD—or let contractors choose
- ✓ Pay all contractors in a single payrun, no matter their location
- ✓ Send off-cycle payments and reimbursements
- ✓ Track and manage invoices via Rippling Bill Pay COMING SOON
- ✓ Transition contractors to employees via Rippling EOR or Global Payroll
- ✓ Consolidate contractor and employee data in the same global HRIS
- ✓ Automatically collect W-8BEN and W-8BEN-E forms



Offer rich local benefits

Access benefits through top local brokers or integrate your existing benefits with Rippling Global Benefits Administration. From retirement plans to supplemental health insurance, you can build the plan that works for you.

- ✓ Medical, dental, vision
- ✓ Life & accidental death
- ✓ Long & short-term disability
- ✓ Retirement & pension plans
- ✓ And more

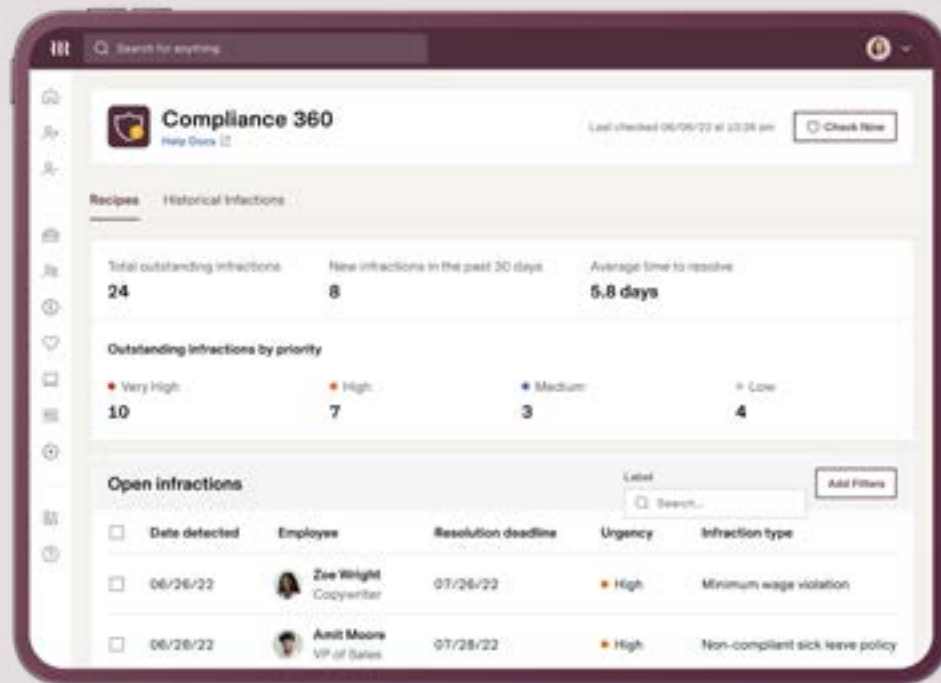




Stay on top of compliance

Rippling helps you stay ahead of compliance issues, and adapts automatically when local rules and regulations change, saving you hours of research. We've built country-specific:

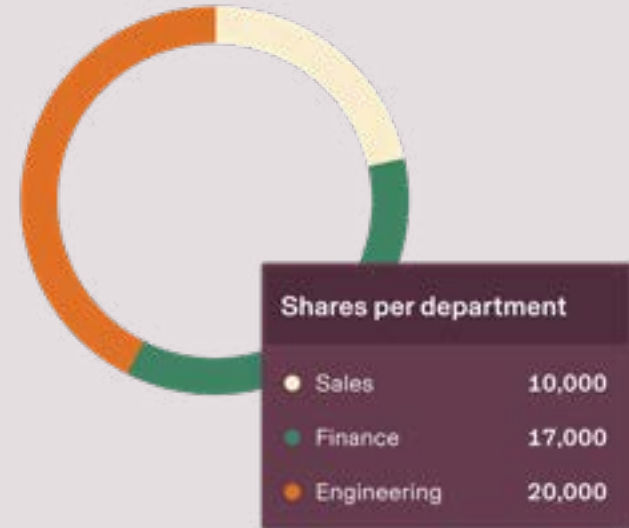
- ✓ Holiday calendars
- ✓ Minimum wage rules
- ✓ Overtime rules
- ✓ Break policies
- ✓ Vacation and sick leave rules
- ✓ Compliance risk alerts
- ✓ Employment Agreement templates
- ✓ Contractor Agreements templates



Offer equity to everyone, everywhere

Whether your new hire sits in your HQ office or they're halfway across the world, Rippling makes it incredibly easy to offer and support employee equity compliantly.

- ✓ Use a Rippling-provided welcome letter template to offer equity to employees
- ✓ Sync your Carta account with Rippling to get a 360° real-time view of your employees' total compensation (payroll, equity, benefits, and more)
- ✓ Safely allow managers to view their team's equity with the Carta integration



Safeguard your intellectual property

Your IP is one of your biggest assets, and protecting it is critical to the success of your business. Rippling EOR goes the extra mile to help protect your IP from the worst-case scenario.

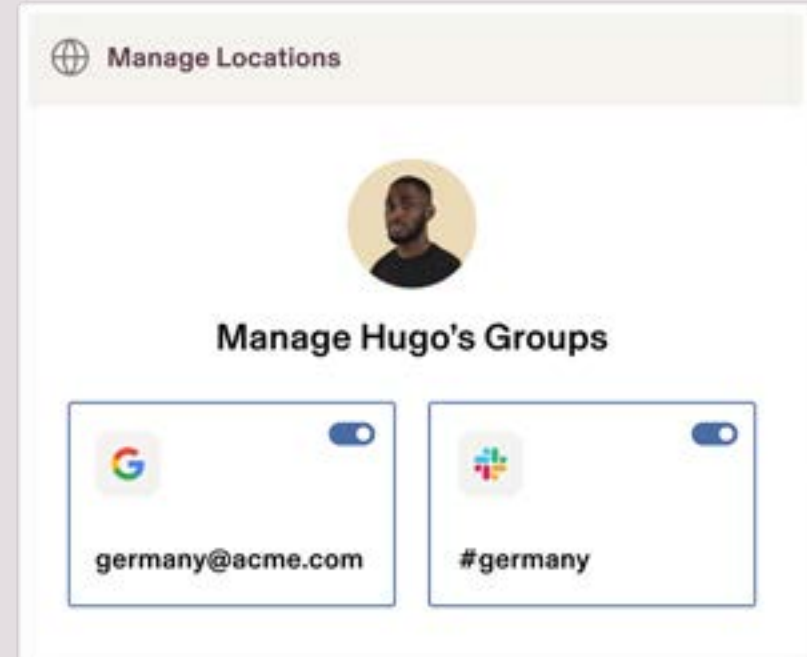
- ✓ Best-in-class IP protection designed by top global and Silicon Valley law firms
- ✓ IP protection written into terms of service and employment agreements
- ✓ Direct IP agreement template that you can enter into directly with EOR employees to enhance the protection of your confidential information and IP, which has been reviewed by both Silicon Valley IP counsel as well as local counsel



Set up and manage your workers' technology, wherever they are

Rippling helps you manage IT for employees around the world. Remotely manage access, monitor usage, and more.

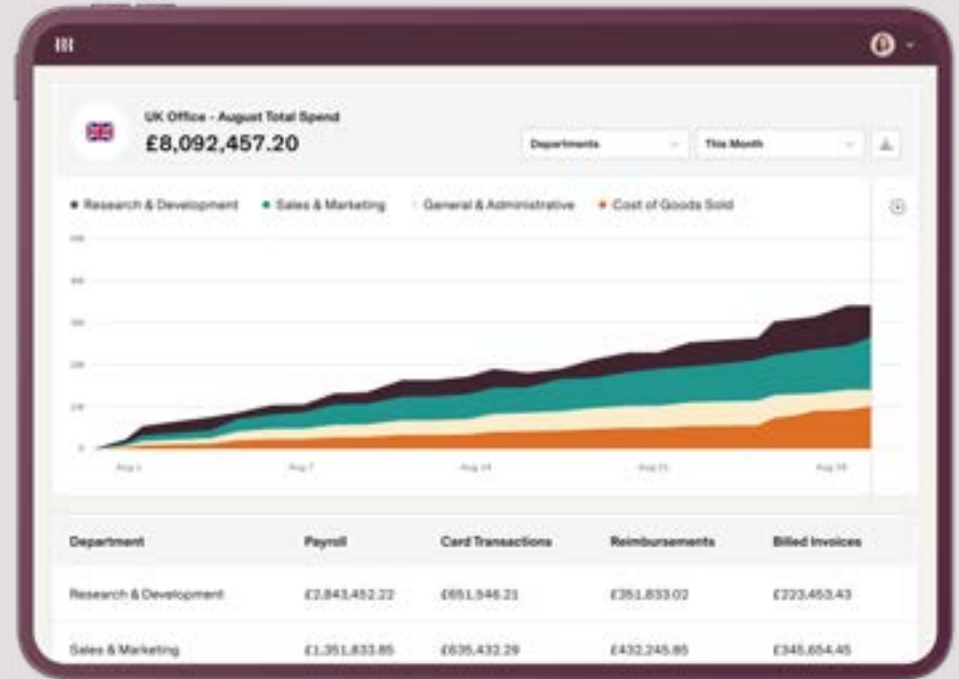
- ✓ Manage application access based on location, such as allowing only Indian employees access to an Indian based travel system
- ✓ Automatically configure apps by location, like adding German employees to #germany on Slack
- ✓ Enforce stronger authentication for employees who travel globally
- ✓ Purchase new devices, with country correct keyboards and ship directly to wherever the employee is located
- ✓ Retrieve devices from employees around the globe and store at in-country secure warehouses, ready to issue to new hires



Seamlessly manage expenses and reimbursements, anywhere

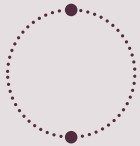
Rippling gives you more control over spending, and lets you automate expense management down to the employee level.

- ✓ Issue and ship employee cards around the world
- ✓ Customize expense policies by location
- ✓ Control spend with card limits and block rules
- ✓ Automate reviews and approvals
- ✓ Streamline employee experience with a single system and mobile app
- ✓ Review all company spend—payroll, cards, expenses, bill payments—in one platform
- ✓ Pay, track, and manage all of your company's bills from around the world in one place COMING SOON



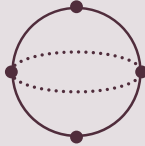
The only platform that can scale your international workforce

A business hiring its first contractor abroad has different needs from one operating several global offices. Rippling can help you address every stage of your international growth, while allowing you to transition easily between them.



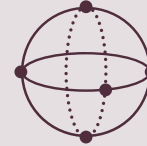
Global contractor payments

Hire and pay contractors globally. No entity required.



Global Payroll via Rippling entities

Hire and pay employees globally via Rippling entities.



Global Payroll via your entities

Run payroll for employees globally via your own entities.

Everything you need for onboarding, payroll, HR, IT, and spending. Anywhere.

Hire and onboard

Employee data

Once you add a location, Rippling automatically adapts to local formats, currencies, time zones, and more.

Employment docs

Rippling will create and send the right legal docs for each employee around the world.

Applicant tracking

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

Background Checks

Easily run background checks for employees around the world.

Employer relationship

Manage teams as contractors or global employees on Rippling's entities or your own.

Pay

Payroll

Run global payroll in under 5 days, with automatic adjustments for everything from overtime rates to tax deductions.

Global contractor payments

Pay contractors around the world in local currency or USD, all in a single payrun.

Global payroll taxes

Automatically calculate, file, and pay payroll taxes across the world.

Equity tax withholdings

Automatically withhold taxes while running payroll when employees exercise shares.

Time off

Set default local holiday calendars, local PTO policies, and more.

Time & Attendance

Local overtime rules are automatically enforced everywhere where Rippling supports payroll.

Manage HR, IT, and Spend

Benefits

Offer locally relevant benefits and adapt to global regulations, partnering with top brokers and carriers around the world.

Global compliance training

Give your employees the tools and training they need to help keep your company compliant.

Pulse

Trigger surveys and analyze responses by department, level, location.

Compliance 360

Built-in compliance alerts keep you on top of local minimum wage laws and leave policies.

App management

Set up, manage, and disable all of your employees' apps, from Gmail to Slack, all in one place.

Device management

Buy, configure, and ship employees' computers in just a few clicks. Remotely track employees' security status/app usage, and wipe computers remotely when an employee leaves.

Spend management

Control spending and streamline expense reporting and approvals with smart workflows that you can adjust by country.

500+ App integrations

With access to hundreds of apps, you can set up deep integrations with your favorite systems—from developer to collaboration tools. Employees can access their accounts directly from Rippling with SSO.

Everything you need to run a global team

