Multi-country Payroll (MCP) Solutions PEAK Matrix® Assessment 2025

September 2025

PEAK MATRIX®

Human Resources

Everest Group®

Our research offerings

This report is included in the following research program(s):

Human Resources, Multi-country Payroll

- Advanced SciTech
- Agentic and Process Automation
- Amazon Web Services (AWS)
- Application Services
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- Asset and Wealth Management
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- Contingent Workforce Management
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- Human Resources
- Insurance Information Technology
- Insurance Intelligent Operations
- Insurance Technology (InsurTech)
- Insurance Third-Party Administration (TPA) Services
- Intelligent Document Processing
- IT Services Excellence
- IT Talent Excellence
- Lending and Mortgages
- Life Sciences Commercial
- Life Sciences Information Technology
- Life Sciences Intelligent Operations
- Locations Insider™
- Market Vista™
- Marketing and Interactive Experience
- Microsoft Azure
- Microsoft Business Application Services
- Modern Application Development (MAD)
- Multi-country Payroll
- Network Services and 5G
- Oracle Services
- Outsourcing Excellence
- 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
- ProcureTech
- Recruitment
- Retail and CPG
- Retirement Technologies
- Rewards and Recognition
- SAP Services
- Software Product Engineering Services
- Supply Chain Management (SCM) Services
- Sustainability Technology and Services
- Talent Genius™
- Technology Skills and Talent
- Trust and Safety
- Value and Quality Assurance (VQA)

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- Contract assessment
- Peer analysis
- Market intelligence
- Tracking: providers, locations, risk, technologies
- Locations: costs, skills, sustainability, portfolios

Contents

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Our research methodology is based on four pillars of strength to produce actionable and insightful research for the industry

01 Robust definitions and frameworks

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02 Primary sources of information

Annual contractual and operational RFIs, provider briefings and buyer interviews, web-based surveys

03 Diverse set of market touchpoints

Ongoing interactions across key stakeholders, input from a mix of perspectives and interests

04 Fact-based research

Data-driven analysis with expert perspectives, trend-analysis across market adoption, contracting, and providers

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Proprietary contractual database of over 5,000 MCP contracts (updated annually)

Year-round tracking of 28 MCP providers

Large repository of existing research in MCP

Over 30 years of experience advising clients on strategic IT, business services, engineering services, and sourcing

Executive-level relationships with buyers, providers, technology providers, and industry associations

Everest Group HRO process map

Strategy

HR strategy
- Policies
- Procedures
- HR job roles
- Budgeting/forecasting
- Workforce planning
- M&As/divestitures
- Values and ethics
- HR strategy and planning
- People strategy
- Diversity and inclusion

Employee relations
- Strategy
- Performance / conflict resolution
- Union relations
- Employee assistance programs
- Communication
- Vendor management
- Exit administration

Regulatory and compliance
- Strategy
- Workforce diversity and anti-discrimination
- Government reporting
- Claims/audits
- Vendor management
- Data privacy

Value-added services

Global mobility
- Strategy and policy development
- Assignment package
- Pre-departure activities
- On-assignment activities
- Property services
- Moving services
- Policy exceptions
- Tax planning administration
- Vendor management
- Visas
- Repatriation

Performance and succession
- Strategy
- Career development
- Succession planning
- Employee engagement surveys
- Collation and analysis
- Vendor management

Learning
- Strategy
- Learning admin
- Learning delivery
- Competency management
- Operational performance
- Content curation
- Skills taxonomy management
- Vendor management

Recruitment
- Strategy
- Employer branding
- Sourcing
- Screening
- Applicant tracking
- Interview scheduling
- Candidate assessment
- Candidate engagement
- Background checking
- Offer letter management
- Onboarding and orientation
- Vendor management

Compensation
- Strategy
- Job analysis/descriptions
- Job architecture
- Job pricing
- Salary survey admin
- Salary administration
- Salary review
- Bonuses/incentives/awards
- Reward advisory
- Stock options/purchase program
- Share plans
- Commissions/draws
- Compensation statement
- Vendor management

Rewards and Recognition (R&R)
- R&R strategy
- Spend data analysis
- Catalog design
- R&R management
- Nomination and approval cycle management
- Rewards fulfillment
- Branding of R&R program
- Day-to-day order management
- Billing and payments
- MIS support and reporting
- Vendor management

Operational services

Benefits
- Strategy
- Healthcare plans
- Defined benefit plans
- Defined contribution plans
- Workers' compensation
- Ancillary benefit administration
- Leave programs (e.g., LOA)
- Health and safety
- Vendor management
- Wellness plans

Payroll
- Strategy
- Payroll preparation (build to gross)
- Payroll calculation (gross to net)
- Payroll distribution
- Reconciliation
- Third-party payments
- Payroll tax reporting and filing
- Vendor management

Employee data management
- Employee data changes
- Status changes
- New hire processing
- Transfer processing
- Cost center assignments
- Time and attendance
- Travel and expense administration
- Unemployment administration
- Exit processing
- Vendor management

Employee contact center

Everest Group defines MCP deals as deals in which
- At least 2 countries must be included
- The 'Payroll calculation' sub-process must necessarily be included
- Payroll solution (technology/platform) must be included in the scope
- Provider must process payroll for enterprise/client employees

* MCP – Transfer of ownership of some or all payroll sub-processes for multiple countries on an ongoing basis

Digital HR operations
- Employee communication and change management
- Employee knowledge management
- Employee experience management
- HR automation
- Reporting and analytics
- HR tech configuration and maintenance

This report is based on key sources of proprietary information

- Proprietary contract-based database, which tracks the following elements of each contract:
  - Buyer details including size and signing region
  - Contract details including provider, contract type, total contract value (TCV) and annual contract value (ACV), provider full-time employees (FTEs), start and end dates, duration, and delivery locations
  - Scope details, including share of individual buyer locations being served in each contract, Line of Business (LoB) served, and pricing model employed
- Proprietary provider database, which tracks the following elements of each provider:
  - Revenue and number of FTEs
  - Number of clients
  - FTE split by line of business
  - Revenue split by region
  - Location and size of delivery centers
  - Technology solutions developed
- Provider briefings
  - Vision and strategy
  - Annual performance and future outlook
  - Key strengths and improvement areas
  - Emerging areas of investment
- Buyer reference interviews, ongoing buyer surveys, and interactions
  - Drivers of and challenges to adopting services
  - Assessment of provider performance
  - Emerging priorities
  - Lessons learned and best practices

Providers assessed[1,2]

activpayroll, ADP, alldigi tech, ASCENT HR, BIPO, cloudpay, dayforce, deel., EY, Links, MERCANS, Multiplier, MYND, NEEYAMO, OSHRS, papaya global, popay, ramco, remote, RIPPLING, sd worx, sopra hr software, STRADA, TMF Group, UKG, VISTRA, zalaris

1 Assessment for Humanica, OS HRS, and Papaya Global excludes service provider inputs and is based on Everest Group's proprietary Transaction Intelligence (TI) database, service provider public disclosures, and Everest Group's interactions with buyers
2 Assessment for Deel includes its acquisition of Safeguard Global; assessment for Vistra includes its acquisition of iiPay; assessment for Links International includes its acquisition by Ascentium Group
The source of all content is Everest Group unless otherwise specified
Confidentiality: Everest Group takes its confidentiality pledge very seriously. Any information we collect that is contract-specific will be presented only in an aggregated fashion

Introduction

Operating payroll across multiple countries remains a complex and resource-intensive challenge for HR teams. Multi-country Payroll (MCP) solutions continue to be critical in helping enterprises ensure accuracy, standardization, and control in a globally distributed environment. In 2025, enterprises increasingly seek MCP providers that ensure compliance, enable cost savings, and deliver seamless employee experiences. Evolving priorities include AI-driven reporting, smart validations, centralized control, and consultative managed services.

To address evolving market demands, MCP providers are taking a multifaceted approach that blends technology investment, ecosystem expansion, and regulatory adaptation. Many are integrating AI and automation features, such as smart validations and benchmarking dashboards, into their solution roadmaps, with some already in active deployment. These innovations are complemented by strategic partnerships in areas such as payments, financial wellness, global mobility, and time and attendance, creating a more robust payroll ecosystem.

At the same time, providers must navigate growing regulatory complexity, from stricter General Data Protection Regulation (GDPR) enforcement to emerging AI ethics legislation, as well as the operational challenges of supporting hybrid and mixed workforces. This combination of technological advancement and compliance adaptation is unfolding in a highly dynamic MCP landscape, further shaped by ongoing mergers and acquisitions aimed at expanding geographic reach, enhancing capabilities, and serving new buyer segments.

The assessment is based on Everest Group's annual Request For Information (RFI) process for the calendar year 2025, interactions with leading MCP solution providers, client reference checks, and an ongoing analysis of the MCP market.

This report includes the profiles of the following 28 leading MCP providers featured on the Global MCP Solutions PEAK Matrix®:

- **Leaders:** ADP, EY, Strada, and TMF Group
- **Major Contenders:** activpayroll, Alldigi Tech – A Digitide Company, BIPO, CloudPay, Dayforce, Deel, Links International, Mercans, Multiplier, Neeyamo, Papaya Global, Ramco, Rippling, Remote, SD Worx, Sopra HR, UKG, Vistra, and Zalaris
- **Aspirants:** Ascent HR, Humanica, Mynd Integrated Solutions, OS HRS, and Popay

Scope of this report

Geography: global

Industry: all

Services: MCP

Market trends

Market size and growth

- The global MCP space scaled from US$3.9 billion to US$4.3 billion over the last year, reflecting about 12% growth, with a forecast of 13-15% compounded annual growth rate (CAGR) through 2027, as organizations consolidate fragmented country payrolls
- New entrants from adjacent markets and rising adoption across the Asia Pacific are driving momentum

Key drivers

Increasing regulatory complexity	Growing regulatory complexity is driving enterprises toward multi-country payroll outsourcing to ensure consistent governance, standardized processes, and compliance across geographies
Diverse employment models	Rising diversity in workforce types is driving demand for payroll platforms that can flexibly manage compliance and pay structures across permanent, hybrid, and contingent workers
Accuracy and expertise	Timely, error-free payroll underpinned by deep vendor expertise and responsive support as a critical buyer expectation is driving demand for payroll services
Payroll-payments convergence	Growing need for tighter integration between payroll and payment systems to enable faster, more seamless, and globally consistent payout experiences

Opportunities and challenges

Adoption friction	Internal stakeholders' reluctance to embrace change, compounded by deeply entrenched legacy systems
Operational complexity	Existing internal capabilities (e.g., global In-house centers or GICs) and fragmented payroll processes that differ widely across regions
Security risks	Concerns around safeguarding sensitive payroll data and ensuring confidentiality
Miscellaneous	Financial constraints, unclear global human capital management (HCM) strategy, mergers and acquisitions (M&A)-driven complexity, competing organizational priorities, and challenges building internal business cases or executive sponsorship

Provider landscape analysis

Market share analysis of the providers

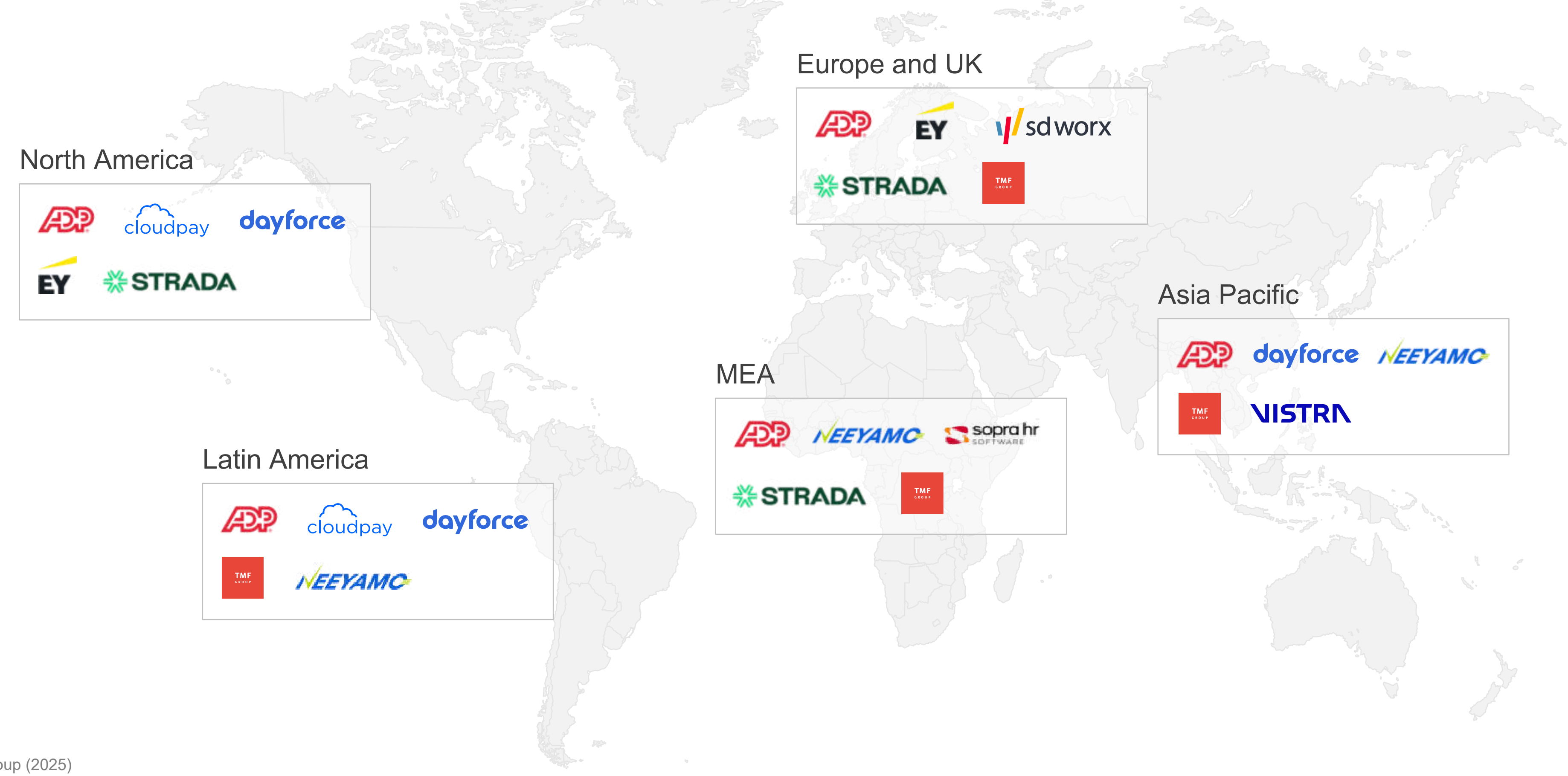
2024; percentage of the overall market of MCP

1 Providers are listed alphabetically within each range

While ADP, and TMF Group are global leaders with extensive geographical reach, providers such as SD Worx and Vistra have captured substantial revenue share in their native markets

Top service providers across major geographies (by coverage) by revenue

2024, top service providers (arranged alphabetically)



Source: Everest Group (2025)

Key buyer considerations

Key sourcing criteria

High

Priority

Low

Compliance / Regulatory assurance

Robust governance ensuring payroll accuracy, legal adherence, and audit-readiness across jurisdictions

Cost efficiency

Clear demonstration of measurable total-cost savings versus internal or alternative solutions

Global coverage and in-country expertise

Comprehensive international coverage backed by in-depth knowledge of local payroll regulations

Centralization and process control

Standardized payroll processes managed centrally, improving governance, visibility, and operational control

Employee experience

Seamless payroll interactions consistently delivering error-free employee journeys

Summary analysis

Key buyer considerations while sourcing payroll providers revolve around compliance and regulatory assurance, superior employee experiences, and cost efficiencies. Global presence with strong local expertise is highly valued, along with centralized payroll processes and advanced technological readiness. Providers offering insightful analytics and streamlined vendor management are preferred. Additionally, buyers seek collaborative service models, rapid implementation capabilities, adaptability to evolving business needs, and solid market credibility.

Key takeaways for buyers

Buyers should evaluate provider capabilities, solution breadth, and innovation maturity to revise requests for proposals (RFPs) and select the right payroll partner

Shifts in provider capabilities

Last-mile payroll support services and platform localization, along with advances in earned wage access (EWA), a robust payments integration ecosystem, proactive compliance notifications, and deeper local expertise, should play a pivotal role in shaping sourcing decisions and informing future RFP considerations

Differentiation across provider types

Buyers should assess how providers operate, whether they use, integrated hybrid models, single-platform models, or are pure aggregators, and check how that align with their priorities on centralization, cost efficiency, compliance, and suitability

Key innovations

Deployment or development of AI-driven chatbots, automation in payroll input validation, smart payslips, and dashboards that can support benchmarking across key payroll metrics are some capabilities that should guide user experience and long-term fit

Summary of key messages

Global MCP Solutions PEAK Matrix® Assessment 2025

EMEA MCP Solutions PEAK Matrix® Assessment 2025

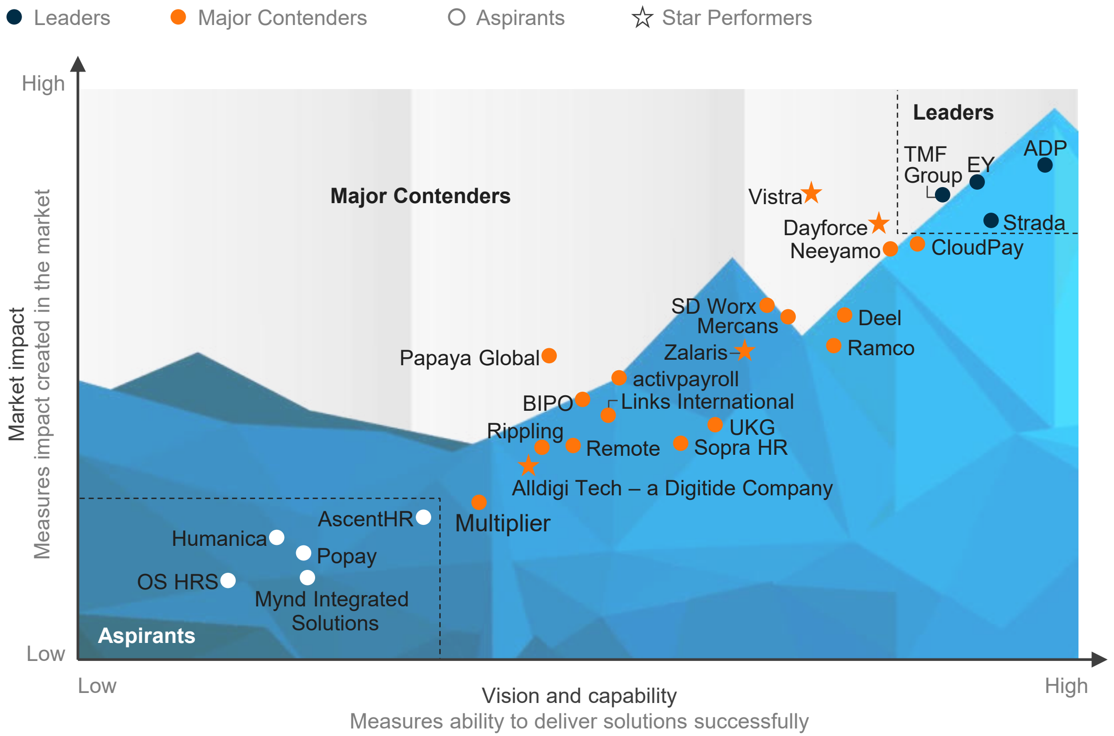
APAC MCP Solutions PEAK Matrix® Assessment 2025

Summary of key messages (page 1 of 3)

Global MCP Solutions PEAK Matrix® 2025

- Everest Group classifies 28 MCP providers on the Everest Group Global MCP PEAK Matrix® into three categories – Leaders, Major Contenders, and Aspirants
- Based on Everest Group's comprehensive evaluation framework, the PEAK Matrix, the 28 established MCP providers evaluated are segmented into three categories (in alphabetical order within each category):
  - **Leaders:** ADP, EY, Strada, and TMF Group
  - **Major Contenders:** activpayroll, Alldigi Tech – A Digitide Company, BIPO, CloudPay, Dayforce, Deel, Links International, Mercans, Multiplier, Neeyamo, Papaya Global, Ramco, Remote, Rippling, SD Worx, Sopra HR, UKG, Vistra, and Zalaris
  - **Aspirants:** Ascent HR, Humanica, Mynd Integrated Solutions, OS HRS, and Popay
- ADP, EY, Strada, and TMF Group are Leaders on the Global MCP PEAK Matrix® and rank ahead of some other providers, especially in terms of their global payroll network and advanced technology capabilities
- Alldigi Tech – A Digitide Company, Dayforce, Vistra, and Zalaris are Star Performers on the assessment due to significant year-on-year growth in terms of market impact and capabilities

Everest Group Multi-country Payroll (MCP) Solutions PEAK Matrix® Assessment 2025 – Global[1,2]



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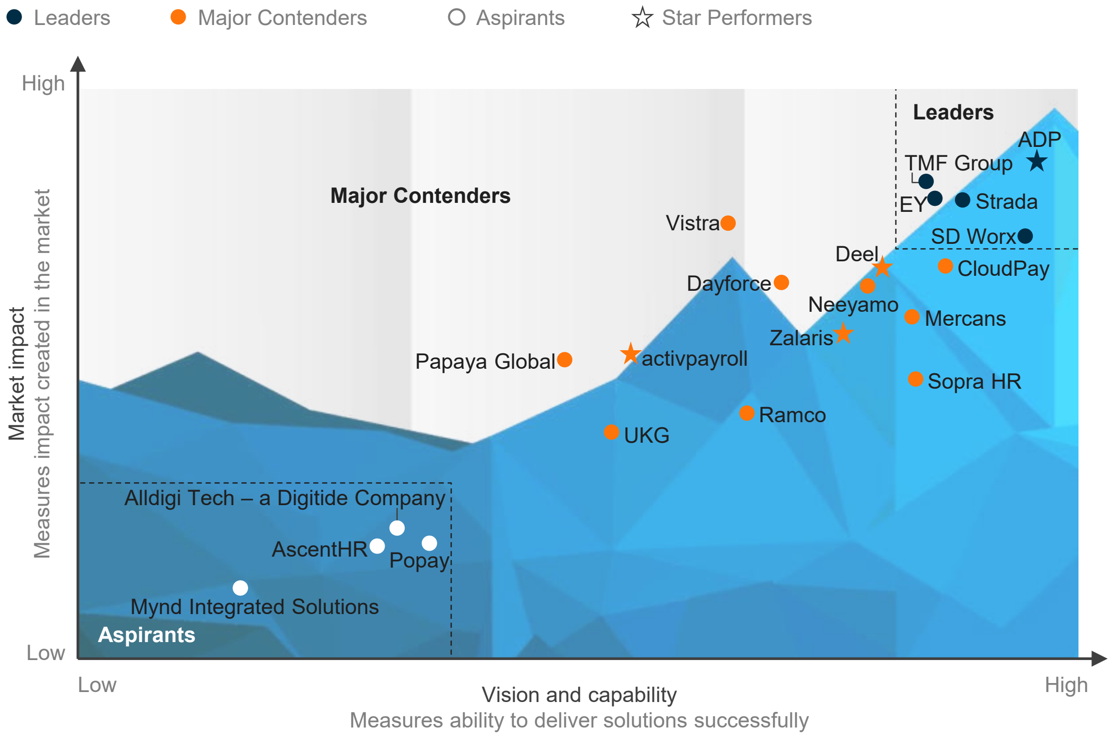
2 Assessment for Deel includes its acquisition of Safeguard Global; assessment for Vistra includes its acquisition of iiPay; assessment for Links International includes its acquisition by Ascentium Group
The source of all content is Everest Group unless otherwise specified
Source: Everest Group (2025)

Summary of key messages (page 2 of 3)

EMEA MCP Solutions PEAK Matrix® 2025

- Everest Group classifies 21 MCP providers on the Everest Group EMEA MCP PEAK Matrix® into three categories – Leaders, Major Contenders, and Aspirants
- Based on Everest Group's comprehensive evaluation framework, the PEAK Matrix, the 21 established MCP providers evaluated are segmented into three categories (in alphabetical order within each category):
  - **Leaders:** ADP, EY, SD Worx, Strada, and TMF Group
  - **Major Contenders:** activpayroll, CloudPay, Dayforce, Deel, Mercans, Neeyamo, Papaya Global, Ramco, Sopra HR, UKG, Vistra, and Zalaris
  - **Aspirants:** Alldigi Tech – A Digitide Company, Ascent HR, Mynd Integrated Solutions, and Popay
- ADP, EY, SD Worx, Strada, and TMF Group are Leaders on the EMEA PEAK Matrix® and are significantly ahead of some other providers, especially in terms of their market share, delivery capability, and focused investments
- activpayroll, ADP, Deel, and Zalaris are Star Performers on the assessment due to significant year-on-year growth in terms of market impact and capabilities

Everest Group Multi-country Payroll (MCP) Solutions PEAK Matrix® Assessment 2025 – EMEA[1,2]



1 Assessment for Papaya Global excludes service provider inputs and is based on Everest Group's proprietary Transaction Intelligence (TI) database, service provider public disclosures, and Everest Group's interactions with buyers
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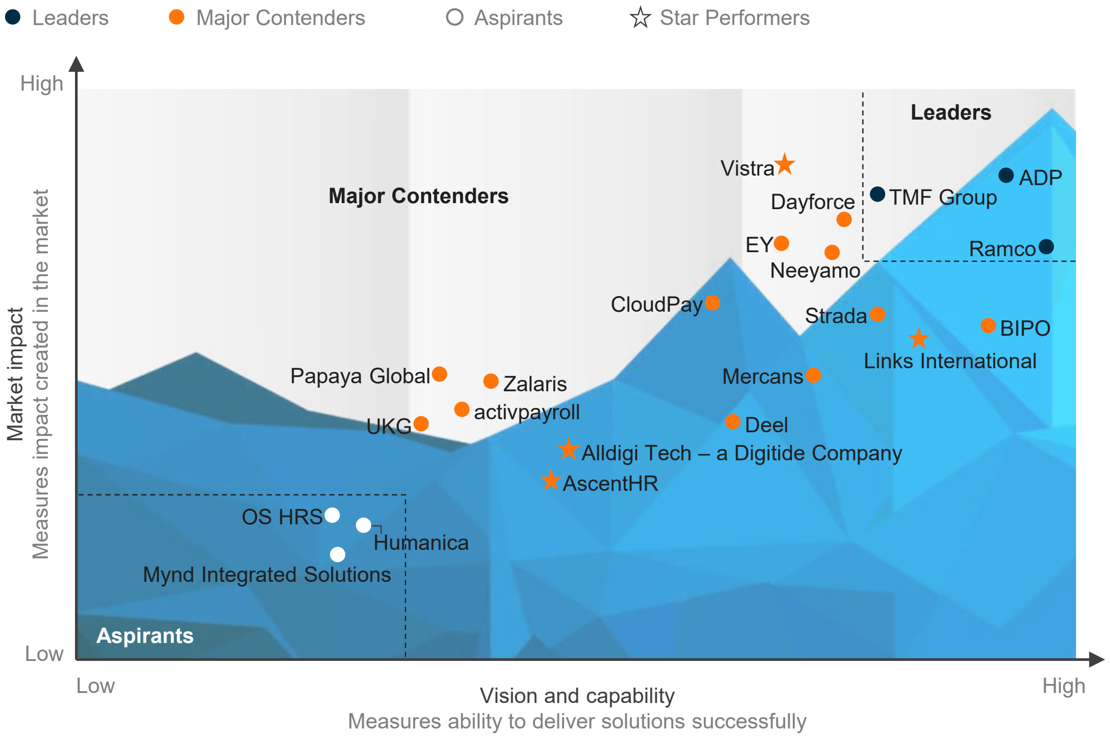
The source of all content is Everest Group unless otherwise specified
Source: Everest Group (2025)

Summary of key messages (page 3 of 3)

APAC MCP Solutions PEAK Matrix® 2025

- Everest Group classifies 22 MCP providers on the Everest Group APAC MCP PEAK Matrix® into three categories – Leaders, Major Contenders, and Aspirants
- Based on Everest Group's comprehensive evaluation framework, the PEAK Matrix, the 22 established MCP providers evaluated are segmented into three categories (in alphabetical order within each category):
  - **Leaders:** ADP, Ramco, and TMF Group
  - **Major Contenders:** activpayroll, Alldigi Tech – A Digitide Company, Ascent HR, BIPO, CloudPay, Dayforce, Deel, EY, Links International, Mercans, Neeyamo, Papaya Global, Strada, UKG, Vistra and Zalaris
  - **Aspirants:** Humanica, Mynd Integrated Solutions, and OS HRS
- ADP, Ramco, and TMF Group are Leaders on the APAC PEAK Matrix® and are significantly ahead of some other providers, especially in terms of their in-country support and partner network, advanced technology capabilities, and services capabilities, including local language support
- Alldigi Tech – A Digitide Company, Ascent HR, Links International, and Vistra are Star Performers on the assessment due to significant year-on-year growth in terms of market impact and capabilities

Everest Group Multi-country Payroll (MCP) Solutions PEAK Matrix® Assessment 2025 – APAC[1,2]



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Global MCP PEAK Matrix® characteristics

PEAK Matrix framework

Everest Group PEAK Matrix for MCP solutions

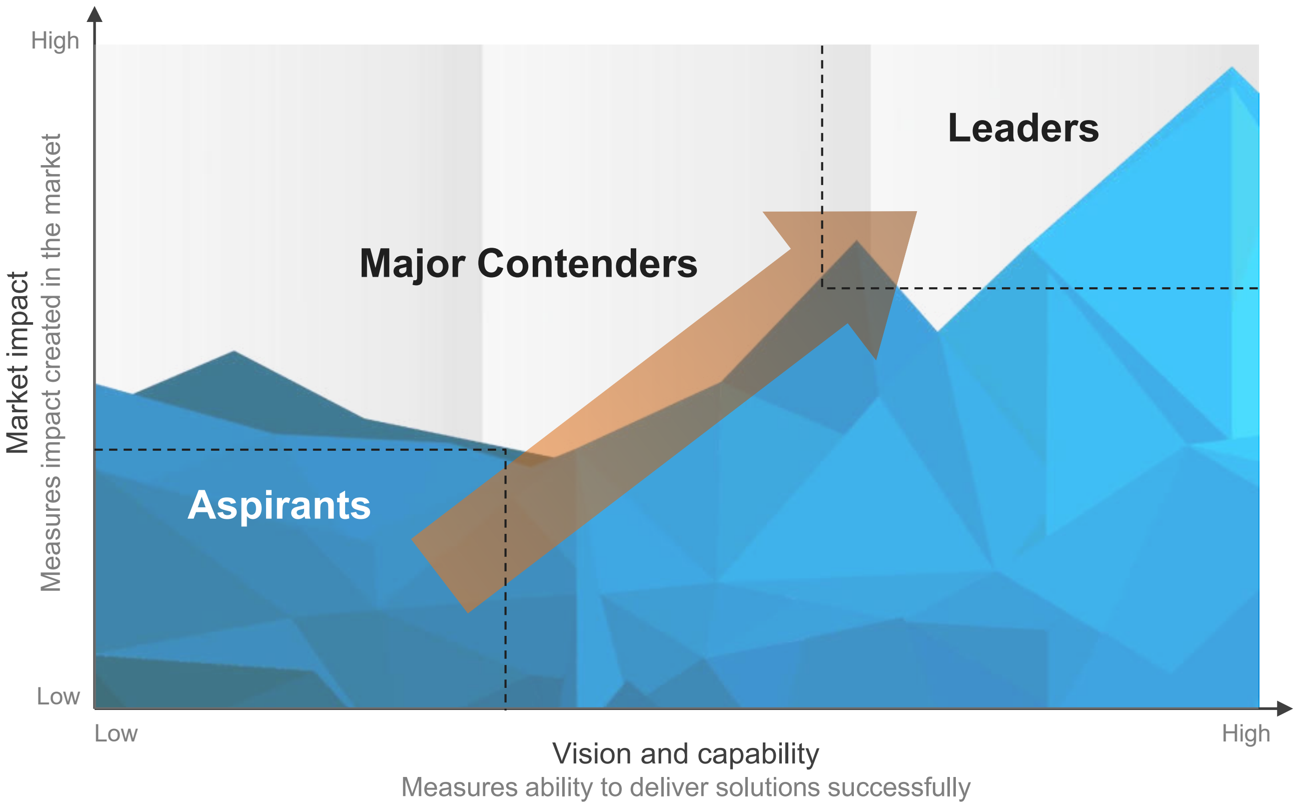
Characteristics of Leaders, Major Contenders, and Aspirants

Characteristics of Star Performers

Provider capability summary dashboard

Everest Group PEAK Matrix® is a proprietary framework for assessment of market impact and vision and capability

Everest Group PEAK Matrix



Please click [Everest Group PEAK Matrix®](#) for more information

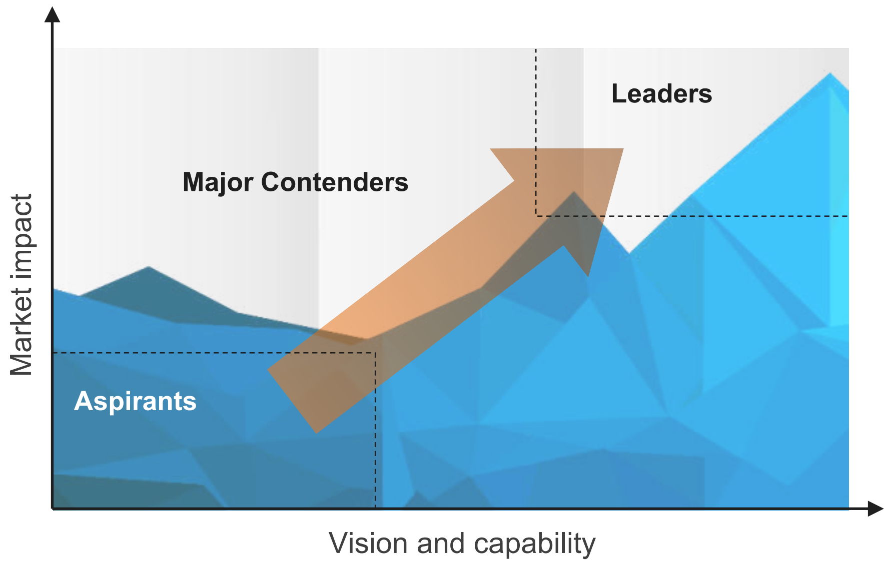
Solutions PEAK Matrix® evaluation dimensions

Measures impact created in the market – captured through three subdimensions

Market adoption
Size and growth of deployments across the solution portfolio

Portfolio mix
Solution footprint across geographies, industries, and buyer size segments

Value delivered
Value delivered to the client based on customer feedback and other measures



Measures ability to deliver solutions successfully. This is captured through five subdimensions

Vision and strategy
Vision for the client and itself; future roadmap and strategy

Technology capability
Technical sophistication and breadth/depth across the technology suite

Services capability
Effectiveness and breadth/depth of services portfolios across the services suite

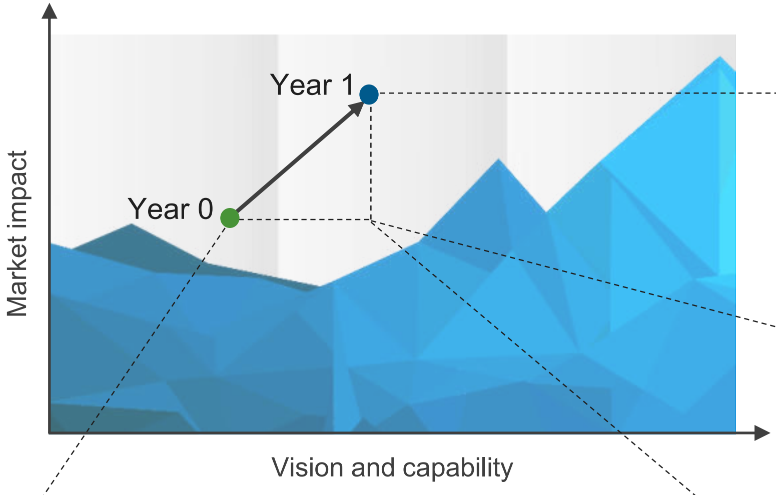
Innovation and investments
Innovation and investment in the solution suite

Engagement and commercial model
Progressiveness, effectiveness, and flexibility of engagement and commercial models

Everest Group confers the Star Performer title on providers that demonstrate the most improvement over time on the PEAK Matrix®

Methodology

Everest Group selects Star Performers based on the relative YoY improvement on the PEAK Matrix



In order to assess advances on **market impact**, we evaluate each provider's performance across a number of parameters including:

- Yearly ACV/YoY revenue growth
- # of new contract signings and extensions
- Value of new contract signings
- Improvement in portfolio mix
- Improvement in value delivered

In order to assess advances in vision and capability, we evaluate each provider's performance across a number of parameters including:

- Innovation
- Increase in scope of services offered
- Expansion of delivery footprint
- Technology/domain-specific investments

We identify the providers whose improvement ranks in the top quartile and award the Star Performer rating to those providers with:

- The maximum number of top-quartile performance improvements across all of the above parameters

AND

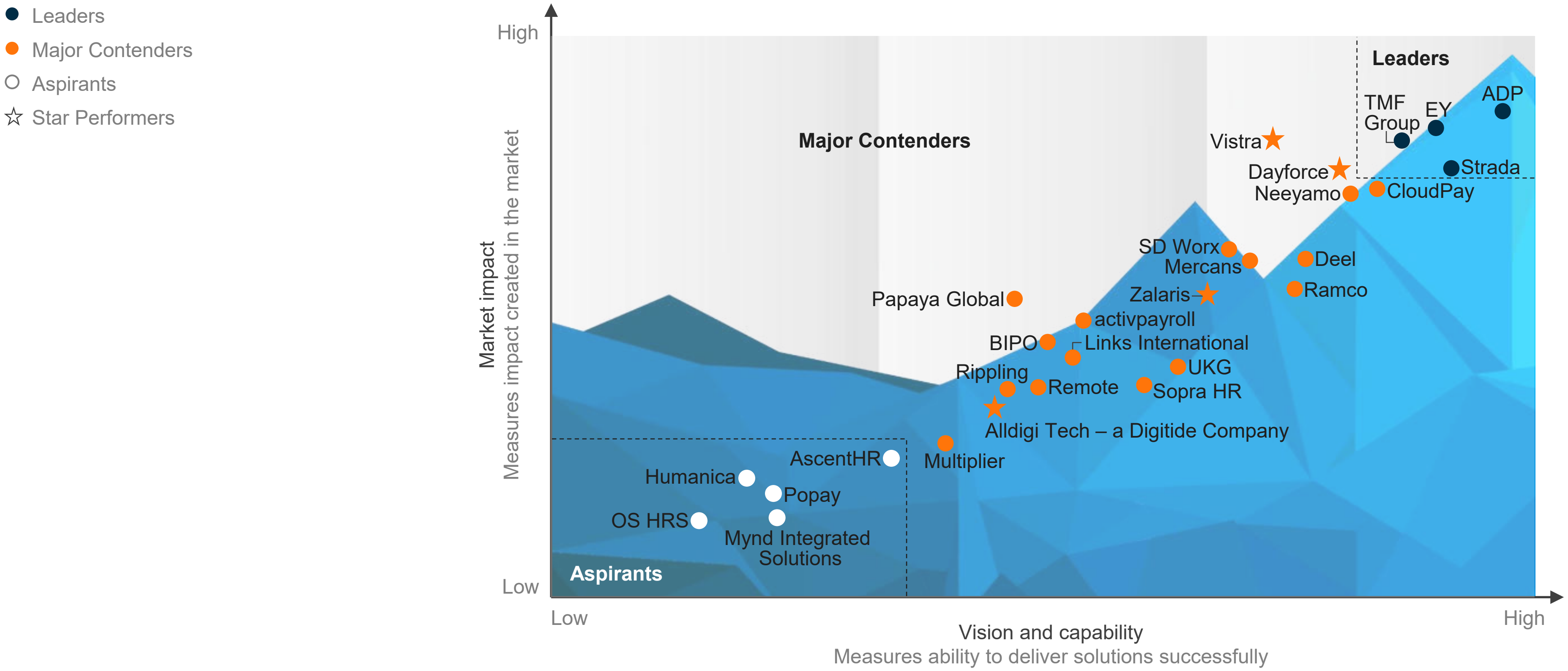
- At least one area of top-quartile improvement performance in both market success and capability advancement

The Star Performer title relates to YoY performance for a given provider and does not reflect the overall market leadership position, which is identified as Leader, Major Contender, or Aspirant.

Everest Group PEAK Matrix®

Multi-country Payroll (MCP) Solutions PEAK Matrix® Assessment 2025 – Global

Everest Group Multi-country Payroll (MCP) Solutions PEAK Matrix® Assessment 2025 – Global[1,2]



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Multi-country Payroll solutions PEAK Matrix® characteristics

Leaders

ADP, EY, Strada, and TMF Group

- Leaders are strengthening their platforms with heavy investments in AI-driven payroll infrastructure, middleware, and data harmonization while embedding generative AI, analytics, and automation to simplify integration, support localization of features, and deliver scalability across markets
- They are also expanding service depth by certifying and going to market with leading HCM systems, including mid-market HCMs, while offering integrated HR solutions, hybrid delivery models, and better coverage to ensure compliance and consistency for diverse client needs

Major Contenders

activpayroll, Alldigi Tech – A Digitide Company, BIPO, CloudPay, Dayforce, Deel, Links International, Mercans, Multiplier, Neeyamo, Papaya Global, Ramco, Remote, Rippling, SD Worx, Sopra HR, UKG, Vistra, and Zalaris

- Major Contenders are enhancing their platforms through integration with global HCM systems and are seen piloting the rollout of next-generation capabilities, such as AI-/ML-based anomaly detection, advanced reporting, new currency modules, and language support, to improve accuracy and compliance
- They are expanding service breadth through acquisitions, partnerships, and geographic scale-ups, adding EoR, ancillary HR processes, and broader compliance-driven offerings to deliver a more holistic payroll and HR solution for clients

Aspirants

Ascent HR, Humanica, Mynd Integrated Solutions, OS HRS, and Popay

- Aspirants are scaling their platforms by investing in new UI/UX, security, analytics, and mobile-first features, while also developing compliance dashboards and integration capabilities to enhance usability and efficiency
- They are simultaneously expanding their reach through partnerships and new delivery centers, strengthening in-country expertise to support clients across diverse geographies and industries

Everest Group has identified four providers as Star Performers on Global MCP solutions PEAK Matrix® 2025 (page 1 of 2)

MCP solutions Star Performers	Distinguishing features of market impact in 2025	Distinguishing features of capability advancements in 2025	Change in PEAK Matrix® positioning for MCP solutions
Alldigi Tech – A Digitide Company	• Achieved high buyer satisfaction and value-delivered ratings for the year 2024 • Strengthened portfolio mix ratings by diversifying industry coverage in MCP deals	• Strengthened SmartPay's technology stack by embedding advanced AI and analytics capabilities supported by a strong roadmap • Expanded service capabilities by extending in-country presence beyond APAC	Strengthened its **Major Contenders** positioning
Dayforce	• Strengthened its market adoption rating, driven by strong year-over-year revenue growth • Sustained high buyer satisfaction and value-delivered ratings for the year 2024	• Expanded self Gross-to-Net (G2N) payroll engine support across Europe, APAC and LATAM • Strengthened ICP network coverage outside Dayforce-developed payroll engines by offering feet-on-the-ground domain expertise and localized compliance	Strengthened its **Major Contenders** positioning
Vistra	• Improved its market adoption rating by expanding presence in Americas through its iiPay acquisition • Enhanced portfolio mix ratings by expanding geographic presence and industries covered in MCP deals	• Strengthened Vistra's payroll technology by integrating iiPay's Global Payroll Management System • Expanded service capabilities by increasing its payroll workforce, augmenting operational and delivery expertise	Strengthened its **Major Contenders** positioning

Everest Group has identified four providers as Star Performers on Global MCP solutions PEAK Matrix® 2025 (page 2 of 2)

MCP solutions Star Performers	Distinguishing features of market impact in 2025	Distinguishing features of capability advancements in 2025	Change in PEAK Matrix® positioning for MCP solutions
Zalaris	• Extended its portfolio mix by diversifying its client base across Eastern Europe and Southeast Asia • Improved its market adoption rating by a strong year-over-year revenue growth	• Invested in enhancing technology capabilities via AI-driven automation and embedded analytics • Improved service capabilities in APAC by establishing offshore delivery centers in India	Strengthened its **Major Contenders** positioning

Summary dashboard | market impact and vision and capability assessment of providers for MCP Solutions 2024 (page 1 of 5)

Leaders

Measure of capability: Low High

	Market impact				Vision and capability					
Provider	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
ADP										
EY										
Strada										
TMF Group										

Summary dashboard | market impact and vision and capability assessment of providers for MCP Solutions 2024 (page 2 of 5)

Major Contenders

Measure of capability: Low High

	Market impact				Vision and capability					
Provider	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
activpayroll										
Alldigi Tech – A Digitide Company										
BIPO										
CloudPay										
Dayforce										
Deel										
Links International										

Summary dashboard | market impact and vision and capability assessment of providers for MCP Solutions 2024 (page 3 of 5)

Major Contenders

Measure of capability: Low High

	Market impact				Vision and capability					
Provider	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Mercans										
Multiplier										
Neeyamo										
Papaya Global										
Ramco										
Remote										
Rippling										

Summary dashboard | market impact and vision and capability assessment of providers for MCP Solutions 2024 (page 4 of 5)

Major Contenders

Measure of capability: Low High

Provider	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
SD Worx										
Sopra HR										
UKG										
Vistra										
Zalaris										

Summary dashboard | market impact and vision and capability assessment of providers for MCP Solutions 2024 (page 5 of 5)

Aspirants

Measure of capability: Low High

Provider	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Ascent HR										
Humanica										
Mynd Intergrated Solutions										
OS HRS										
Popay										

EMEA MCP solutions PEAK Matrix® characteristics

Everest Group PEAK Matrix® for EMEA MCP solutions

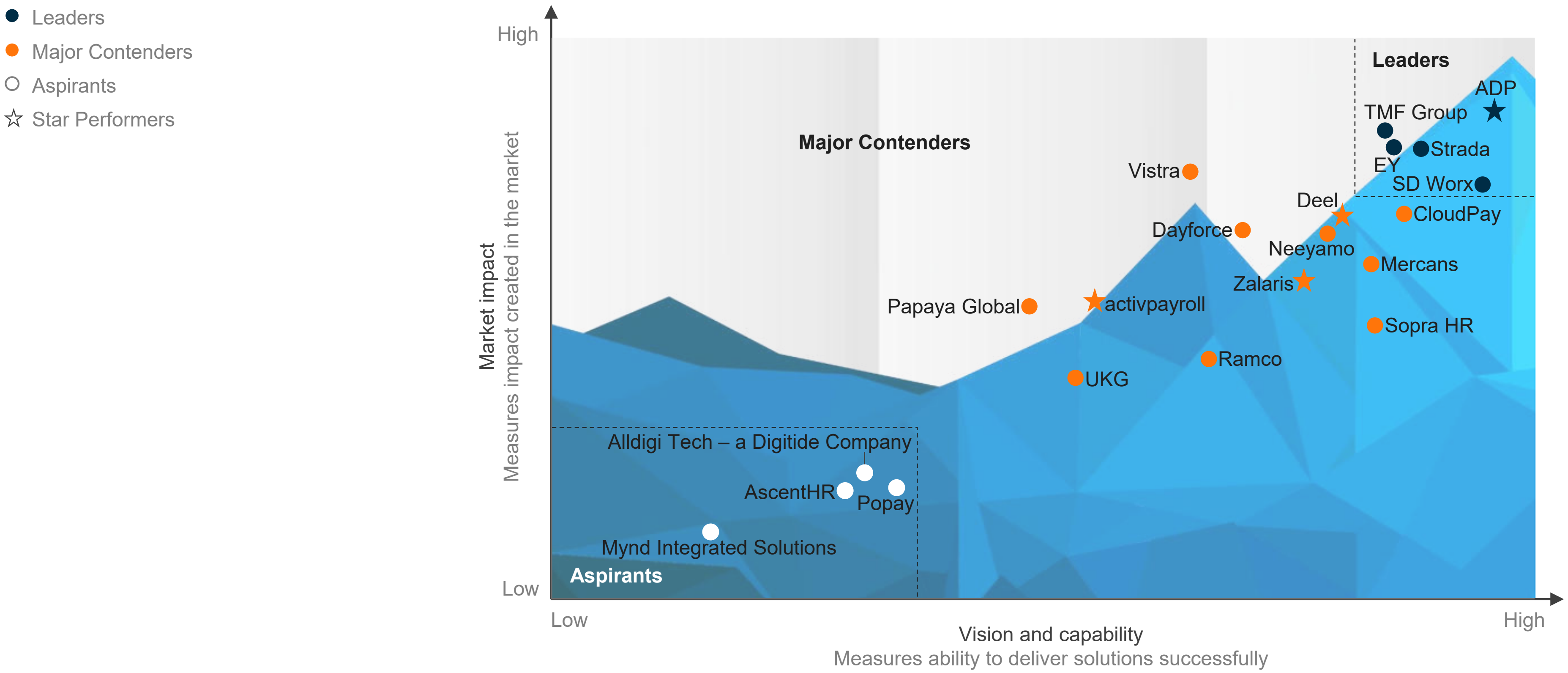
Characteristics of Star Performers

Provider capability summary dashboard

Everest Group PEAK Matrix®

Multi-country Payroll (MCP) Solutions PEAK Matrix® Assessment 2025 – EMEA

Everest Group Multi-country Payroll (MCP) Solutions PEAK Matrix® Assessment 2025 – EMEA[1,2]



1 Assessment for Papaya Global excludes service provider inputs and is based on Everest Group's proprietary Transaction Intelligence (TI) database, service provider public disclosures, and Everest Group's interactions with buyers
2 Assessment for Deel includes its acquisition of Safeguard Global; assessment for Vistra includes its acquisition of iiPay
The source of all content is Everest Group unless otherwise specified
Source: Everest Group (2025)

Everest Group has identified four providers as Star Performers on EMEA MCP solutions PEAK Matrix® 2025 (page 1 of 2)

MCP solutions Star Performers	Distinguishing features of market impact in 2025	Distinguishing features of capability advancements in 2025	Change in PEAK Matrix® positioning for MCP solutions
ADP	• Strengthened market adoption rating through increased deal activity across the EMEA region • Enhanced portfolio mix ratings by expanding geographic presence in Middle East and Africa	• Strengthened technology capabilities through the rollout of next-generation solutions, including ADP Assist • Enabled localization by offering employee self-service features tailored to country-level needs	Strengthened its **Leaders** positioning
activpayroll	• Improved market adoption by expanding deals originating from EMEA region • Enhanced portfolio mix ratings by expanding geographic presence and industries covered in MCP deals	• Invested in enhancing its API connectors and certified integrations with Human Capital Management (HCM) providers • Upgraded its technology platform to enhance reporting dashboards, automation, and user experience	Strengthened its **Major Contenders** positioning
Deel	• Improved its market adoption rating by expanding presence in EMEA via Safeguard and PaySpace acquisition • Sustained a well-diversified client portfolio spanning various geographies and industries	• Expanded integration capabilities through certified bi-directional integrations with Workday • Invested in enhancing AI/ML driven payroll error detection, anomaly handling, and predictive compliance	Strengthened its **Major Contenders** positioning

Everest Group has identified four providers as Star Performers on EMEA MCP solutions PEAK Matrix® 2025 (page 2 of 2)

MCP solutions Star Performers	Distinguishing features of market impact in 2025	Distinguishing features of capability advancements in 2025	Change in PEAK Matrix® positioning for MCP solutions
Zalaris	• Diversified its MCP deal portfolio across European public sector and healthcare clients • Deepened presence in Eastern Europe to support underserved countries	• Expanded technology capabilities by introducing predictive payroll analytics as part of unified Payroll Intelligence toolkit • Invested in enhancing technology capabilities via AI-driven automation and embedded analytics	Strengthened its **Major Contenders** positioning

Summary dashboard | market impact and vision and capability assessment of providers for MCP Solutions 2024 (page 1 of 4)

Leaders

Measure of capability: Low High

Provider	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
ADP										
EY										
SD Worx										
Strada										
TMF Group										

Summary dashboard | market impact and vision and capability assessment of providers for MCP Solutions 2024 (page 2 of 4)

Major Contenders

Measure of capability: Low – High

Provider	Market impact: Market adoption	Market impact: Portfolio mix	Market impact: Value delivered	Market impact: Overall	Vision and capability: Vision and strategy	Vision and capability: Technology capability	Vision and capability: Services capability	Vision and capability: Innovation and investments	Vision and capability: Engagement and commercial model	Vision and capability: Overall
activpayroll	5/8	3/4	1/2	5/8	3/4	3/4	5/8	3/4	3/4	3/4
CloudPay	3/4	3/4	7/8	3/4	7/8	7/8	3/4	7/8	3/4	3/4
Dayforce	3/4	5/8	7/8	3/4	3/4	7/8	5/8	7/8	3/4	3/4
Deel	7/8	5/8	3/4	3/4	3/4	7/8	3/4	7/8	7/8	3/4
Mercans	3/4	5/8	5/8	3/4	3/4	7/8	7/8	3/4	3/4	3/4
Neeyamo	3/4	3/4	5/8	3/4	3/4	7/8	3/4	3/4	3/4	3/4

Summary dashboard | market impact and vision and capability assessment of providers for MCP Solutions 2024 (page 3 of 4)

Major Contenders

Measure of capability: Low High

	Market impact				Vision and capability					
Provider	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Papaya Global	5/8	3/4	5/8	5/8	5/8	3/4	5/8	5/8	3/4	3/4
Ramco	1/2	3/4	3/4	5/8	3/4	7/8	5/8	3/4	3/4	3/4
Sopra HR	1/2	5/8	3/4	5/8	7/8	3/4	3/4	7/8	3/4	3/4
UKG	1/2	1/2	7/8	1/2	3/4	3/4	1/2	7/8	3/4	3/4
Vistra	3/4	7/8	5/8	3/4	3/4	3/4	5/8	7/8	7/8	3/4
Zalaris	3/4	5/8	5/8	5/8	7/8	7/8	5/8	3/4	7/8	3/4

Summary dashboard | market impact and vision and capability assessment of providers for MCP Solutions 2024 (page 4 of 4)

Aspirants

Measure of capability: Low High

Provider	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Alldigi Tech – A Digitide Company										
Ascent HR										
Mynd Intergrated Solutions										
Popay										

APAC MCP solutions PEAK Matrix® characteristics

Everest Group PEAK Matrix® for APAC MCP solutions

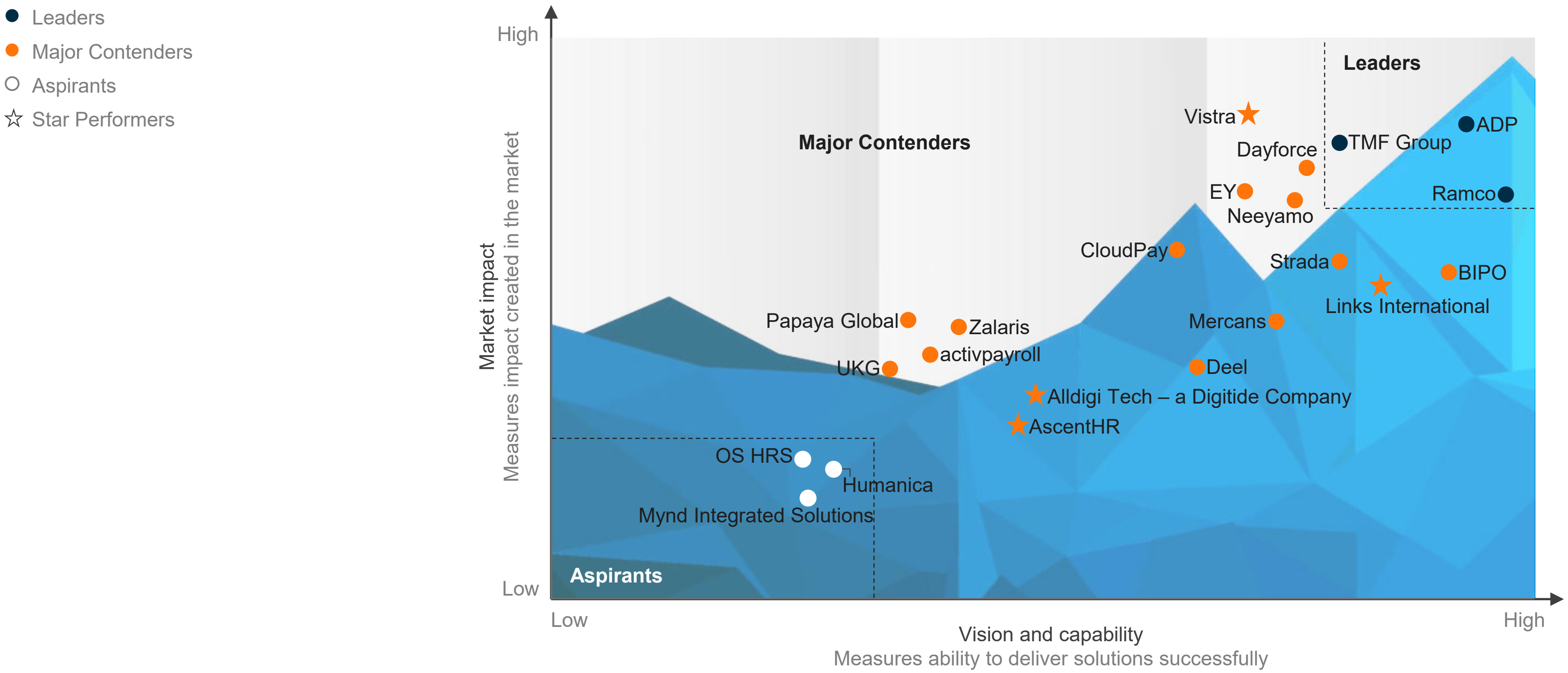
Characteristics of Star Performers

Provider capability summary dashboard

Everest Group PEAK Matrix®

Multi-country Payroll (MCP) Solutions PEAK Matrix® Assessment 2025 – APAC

Everest Group Multi-country Payroll (MCP) Solutions PEAK Matrix® Assessment 2025 – APAC[1,2]



1 Assessment for Humanica, OS HRS, Papaya Global excludes service provider inputs and is based on Everest Group's proprietary Transaction Intelligence (TI) database, service provider public disclosures, and Everest Group's interactions with buyers
2 Assessment for Deel includes its acquisition of Safeguard Global; assessment for Vistra includes its acquisition of iiPay; assessment for Links International includes its acquisition by Ascentium Group
The source of all content is Everest Group unless otherwise specified
Source: Everest Group (2025)

Everest Group has identified four providers as Star Performers on APAC MCP solutions PEAK Matrix® 2025 (page 1 of 2)

MCP solutions Star Performers	Distinguishing features of market impact in 2025	Distinguishing features of capability advancements in 2025	Change in PEAK Matrix® positioning for MCP solutions
Alldigi Tech – A Digitide Company	• Sustained high coverage of employees and payslips processed in APAC • Achieved high buyer satisfaction and value-delivered ratings	• Expanded its G2N payroll engine support across APAC • Strengthened SmartPay's technology stack by embedding advanced AI and analytics capabilities supported by a strong roadmap	Strengthened its **Major Contenders** positioning
Ascent HR	• Strengthened its market adoption rating, driven by strong year-over-year revenue growth in APAC • Achieved high buyer satisfaction and value-delivered ratings	• Enhanced technology capabilities to offer anomaly detection and smart reports powered by AI/ML and co-pilot assistant for mobile app (PowerPay) • Invested in incorporating predictive analytics on payroll cost and earned wage access (EWA) as part of its financial wellness solutions	Moved from **Aspirants** to **Major Contenders** position
Links International	• Improved its market adoption, driven by growth in MCP deals originating from APAC • Improved its portfolio mix rating by expanding presence in APAC and diversifying its client base across different segments	• Enhanced its Links One platform, with features such as advanced fraud detection capabilities, automated leave reminders and benchmarking capabilties • Improved integration ecosystem, achieving official partnership statuses with major global HCM platforms, such as Workday and Oracle	Strengthened its **Major Contenders** positioning

Everest Group has identified four providers as Star Performers on APAC MCP solutions PEAK Matrix® 2025 (page 2 of 2)

MCP solutions Star Performers	Distinguishing features of market impact in 2025	Distinguishing features of capability advancements in 2025	Change in PEAK Matrix® positioning for MCP solutions
Vistra	• Strengthed its market adoption in APAC, driven by increase in new MCP deals and strong revenue growth in the region • Enhanced portfolio mix ratings by expanding geographic presence and industries covered in MCP deals	• Expanded service capabilities by increasing its payroll workforce, augmenting operational and delivery expertise • Enhanced technology stack with new reporting functionality, customized ledger support, and ESS in 20 languages, backed by a strong AI-focused roadmap	Strengthened its **Major Contenders** positioning

Summary dashboard | market impact and vision and capability assessment of providers for MCP Solutions 2024 (page 1 of 5)

Leaders

Measure of capability: Low High

Provider	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
ADP										
Ramco										
TMF Group										

Summary dashboard | market impact and vision and capability assessment of providers for MCP Solutions 2024 (page 2 of 5)

Major Contenders

Measure of capability: Low High

Provider	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
activPayroll										
Alldigi Tech – A Digitide Company										
Ascent HR										
BIPO										
CloudPay										
Dayforce										
Deel										

Summary dashboard | market impact and vision and capability assessment of providers for MCP Solutions 2024 (page 3 of 5)

Major Contenders

Measure of capability: Low High

	Market impact				Vision and capability					
Provider	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
EY										
Links International										
Mercans										
Neeyamo										
Papaya Global										
Strada										
UKG										

Summary dashboard | market impact and vision and capability assessment of providers for MCP Solutions 2024 (page 4 of 5)

Major Contenders

Measure of capability: Low High

	Market impact				Vision and capability					
Provider	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Vistra										
Zalaris										

Summary dashboard | market impact and vision and capability assessment of providers for MCP Solutions 2024 (page 5 of 5)

Aspirants

Measure of capability: Low High

Provider	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Humanica										
Mynd Intergrated Solutions										
OS HRS										

Enterprise sourcing considerations

- activpayroll
- ADP
- Alldigi Tech – A Digitide Company
- Ascent HR
- BIPO
- CloudPay
- Dayforce
- Deel
- EY
- Humanica
- Links International
- Mercans
- Multiplier
- Mynd Integrated Solutions
- Neeyamo
- OS HRS
- Papaya Global
- Popay
- Ramco
- Remote
- Rippling
- SD Worx
- Sopra HR
- Strada
- TMF Group
- UKG
- Vistra
- Zalaris

activpayroll (page 1 of 2)

Everest Group global assessment – Major Contender | Everest Group EMEA assessment – Major Contender and Star Performer
Everest Group APAC assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Strengths

- activpayroll, a provider of payroll, global mobility, payments, and HR services through its proprietary activ8 platform across 150+ countries, is Major Contender on the Everest Group Global MCP PEAK Matrix® assessment 2025, the EMEA MCP PEAK Matrix® assessment 2025, and the APAC MCP PEAK Matrix® assessment 2025
- activpayroll made enhancements to activ8 platform for aggregation, automation, and engagement. It enables real-time visibility into payroll status, integrated reporting dashboards, and personalized insights, helping enterprises proactively manage payroll operations across multiple jurisdictions
- activpayroll has built real-time application programming interface (API)-based integrations with global HCMs and leading workforce management solutions. These API integrations are aimed at resolving user issues of manual uploads as means of data inputs to the platform
- The provider-user centricity extends to platform modifications by incorporating customer feedback through its Payroll Pulse surveys
- activpayroll has revamped the activ8 platform's user interface, resulting in simplified navigation and enhanced user experience. Additionally, the platform proactively informs users of new features upon release through interactive dialogue boxes, enhancing awareness and immediate adoption
- The eSupport module of the platform provides enterprises with a more efficient way to resolve and track queries. It also resulted in faster response rates with metrics to support tracking based on the subject line
- Referenced clients have appreciated activpayroll's strong client support, responsiveness, and depth of expertise in European countries

activpayroll (page 2 of 2)

Everest Group global assessment – Major Contender | Everest Group EMEA assessment – Major Contender and Star Performer
Everest Group APAC assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Limitations

- The platform currently uses a manual file upload template as the primary method for data input for enterprises outside of its existing API-based integration partners. Enterprises utilizing other human resource integration systems (HRIS) or HCM systems, outside of the provider's listed integrations, will need to carefully evaluate activpayroll's data integration capabilities
- activpayroll primarily utilizes an aggregator model, leveraging local payroll engines with limited proprietary capabilities. Enterprises seeking providers with strong proprietary payroll engines should carefully assess whether activpayroll's model aligns with their requirements
- The system currently lacks AI-led interventions to flag critical configuration or input errors. Although automated validations are present to an extent, more mature anomaly detection is still on the roadmap
- Reference clients seek improvement in service delivery in certain regions as they had to directly engage with In-country Partners (ICPs) for query resolution

ADP (page 1 of 2)

Everest Group global assessment – Leader | Everest Group EMEA assessment – Leader and Star Performer
Everest Group APAC assessment – Leader

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global	●	◕	◕	◕	●	◕	◑	◕	◑	◕
EMEA	◕	◑	◕	◕	●	◕	◑	◕	◑	◕
APAC	◕	◑	◕	◕	◕	◕	◑	◕	◑	◕

Strengths

- ADP, a provider of payroll services and HR systems in 140+ locations with 60+ countries directly managed, is Leader on the Everest Group Global MCP PEAK Matrix® assessment 2025, the EMEA MCP PEAK Matrix® assessment 2025, and the APAC MCP PEAK Matrix® assessment 2025
- It continues to enhance its global footprint by adding new markets, such as Barbados, Iceland, and Uzbekistan, strengthening its global payroll capabilities through strategic acquisitions, including Workforce Software for workforce management and PEI Mexico to deepen regional payroll expertise in Latin America
- It differentiates through robust local self-service capabilities, offering country-specific employee features, such as commuter allowances in Japan, comprehensive payroll localizations in France, year-end processing in Japan, and superannuation management in Australia
- ADP provides a unified global user experience by seamlessly integrating payroll, HR, and time solutions within its Lyric HCM platform, coupled with a strong HR-partner ecosystem
- Its strong partnership ecosystem, supported by its strategic alliances, marketplace and self-service API central, offers clients seamless integration across finance, time management, productivity, and employee engagement solutions
- ADP, through its AI-powered ADP Assist solution, enhances payroll practitioner efficiency by automating payroll variance explanations, enabling simplified, intuitive employee payroll inquiries. It is also being expanded further to include proactive compliance alerts and global payroll analytics capabilities
- Referenced clients have appreciated ADP's robust cybersecurity and strong risk-audit capabilities, highlighting its consistent record and effectiveness in compliance, particularly in challenging countries
- Referenced clients highlight ADP's deep global payroll expertise, proven scalability, and capability to manage large, complex multinational payroll engagements as a key strength

ADP (page 2 of 2)

Everest Group global assessment – Leader | Everest Group EMEA assessment – Leader and Star Performer
Everest Group APAC assessment – Leader

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Limitations

- While ADP has robust payroll technology capabilities, enterprises seeking a fully unified, single-platform experience across all their global operations may need to carefully evaluate its offerings
- Although ADP offers a comprehensive suite of payroll solutions, certain advanced technology features, such as the ADP assist, are not available across all operational countries
- Referenced clients have expressed room for improvement regarding knowledge transfer and smoother handovers during transitions due to internal staff turnover
- Referenced clients also expressed a desire for enhanced responsiveness and agility from ADP in addressing change requests

Alldigi Tech – A Digitide Company (page 1 of 2)

Everest Group global assessment – Major Contender and Star Performer | Everest Group EMEA assessment – Aspirant
Everest Group APAC assessment – Major Contender and Star Performer

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Strengths

- Alldigi Tech, a subsidiary of Digitide Solutions provides payroll, HR outsourcing, and employee experience management services and is positioned as Major Contender on Everest Group's Global and APAC MCP PEAK Matrix® assessments for 2025, and Aspirant on the EMEA MCP PEAK Matrix® assessment 2025
- Alldigi Tech maintains a payroll delivery model with core payroll engine capabilities across 35+ countries. It has robust operational delivery presence in APAC (notably India and the Philippines), supplemented by ICPs for additional geographic reach
- Its structured five-phase implementation process, including detailed study, configuration of client-specific payroll rules, rapid data migration, parallel runs for accuracy validation, and comprehensive go-live support, ensures smooth and predictable payroll transitions for enterprises
- Through its SmartPay™ platform, it enables management of complex workforce segments, including blue-collar, contract, gig, and expat payroll
- Through its platform, it enables advanced payroll validation, automated loan management, multi-currency payroll, multilingual pay slips, and comprehensive payroll reporting
- Alldigi Tech's technology and operational practices incorporate rigorous data security frameworks, including ISO 27001 (2013/2022) certification and SOC 1 Type II compliance. Regular vulnerability assessments and penetration testing (VAPT) further ensure enterprise-grade security and operational resilience
- Its Global Payroll Monitor offers enterprises a consolidated view of multi-country payroll operations through an intuitive calendar interface, providing real-time country-specific updates, alerts, notifications, and tracking of dues and events
- Referenced clients have appreciated Alldigi Tech for offering a reliable tool, a responsive team, and strong ownership of activities

Alldigi Tech – A Digitide Company (page 2 of 2)

Everest Group global assessment – Major Contender and Star Performer | Everest Group EMEA assessment – Aspirant
Everest Group APAC assessment – Major Contender and Star Performer

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Limitations

- Enterprises with linguistically diverse global workforces may experience limitations due to Alldigi Tech's current contact center capabilities being available primarily in English
- Enterprises seeking advanced AI-driven payroll functionalities, such as payroll anomaly detection, and fully AI-enabled employee query management, may find Alldigi Tech's offerings limited, as these capabilities currently remain on its technology roadmap
- Enterprises requiring sophisticated payroll analytics, including prescriptive and diagnostic analytics, may find Alldigi Tech's current analytics offering limited, as they are primarily descriptive and predictive in nature
- Technical integrations via APIs and secure shell (SSH) file transfer protocols (SFTPs) are available; however, enterprises seeking certified integrations with global enterprise resource platorms (ERP) or HCM platforms may find Alldigi Tech's capabilities limited
- Referenced clients have expressed a desire for Alldigi Tech to improve turnaround times on project-related activities

Ascent HR (page 1 of 2)

Everest Group global assessment – Aspirant | Everest Group EMEA assessment – Aspirant
Everest Group APAC assessment – Major Contender and Star Performer

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Strengths

- Ascent HR, a provider of payroll outsourcing, HCM solutions, EoR, HR advisory services, and contingent workforce management solutions, is classified as Aspirant on the Everest Group Global MCP PEAK Matrix® assessment 2025, and EMEA MCP PEAK Matrix® assessment 2025, and Major Contender on APAC MCP PEAK Matrix® assessment 2025
- Ascent HR maintains a strong delivery presence, supported by payroll and compliance experts, with in-country expertise across 34 countries, primarily concentrated in APAC, including India, the Philippines, Malaysia, Singapore, and Australia
- Through its centralized governance framework combined with local certified public accountant (CPA) partnerships for advisory, statutory submissions, and audits, Ascent HR ensures strong compliance management across geographies
- Ascent HR's mobile application offers multilingual capabilities and secure self-service functionalities to enhance employee engagement and administrative efficiency across diverse employee populations
- Ascent HR's platform has certified integrations with leading ERP/HCM providers, including Oracle and Workday
- Its multi-cloud architecture, with successful deployments on Amazon Web Services (AWS) and Oracle Cloud Infrastructure (OCI), provides high scalability, security, and flexibility, enabling rapid implementation
- Its payroll platform, PowerPay, features embedded AI capabilities, such as Payroll Copilot, anomaly detection models, and predictive analytics. These innovations streamline payroll operations and enhance accuracy
- Ascent HR's comprehensive managed services framework effectively addresses complex payroll scenarios, including multi-currency disbursements, split payroll, shadow payroll, and hypo tax calculations, reducing administrative overheads and streamlining payroll operations
- Referenced clients have appreciated Ascent HR for its flexibility, responsiveness, proactive approach, and commitment to providing end-to-end resolution of payroll-related issues

Ascent HR (page 2 of 2)

Everest Group global assessment – Aspirant | Everest Group EMEA assessment – Aspirant
Everest Group APAC assessment – Major Contender and Star Performer

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Limitations

- Enterprises based outside the APAC region will need to carefully examine Ascent HR's offerings, as its current capability and infrastructure to serve clients in other geographies is limited
- Enterprises with employee headcounts greater than 10,000 should closely assess Ascent HR's capability, as the provider's client portfolio predominantly serves organizations with fewer than 10,000 employees
- Enterprises in industries other than IT/hi-tech should carefully evaluate Ascent HR's capabilities, as the provider's experience lies in these sectors
- While Ascent HR provides robust financial wellness solutions, these offerings are currently present only in the Indian market
- Referenced clients have expressed a desire for Ascent HR to develop stronger custom-reporting capabilities aligned with specific client requirements

BIPO (page 1 of 2)

Everest Group global assessment – Major Contender
Everest Group APAC assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
APAC										

Strengths

- BIPO, a provider of payroll outsourcing, HCM, EoR, and HR advisory services, is Major Contender on the Everest Group Global MCP PEAK Matrix® assessment 2025 and the APAC MCP PEAK Matrix® assessment 2025
- BIPO offers a cloud-native, scalable payroll platform that supports multi-currency payments, secure data storage, and accessibility for remote and decentralized payroll management, accommodating businesses of varied sizes and growth stages
- BIPO demonstrates deep expertise in the APAC region, leveraging its proprietary payroll engines and localized knowledge to support region-specific compliance requirements across key markets. The provider extends its market influence by white-labeling its payroll engine to other payroll providers
- BIPO's Athena BI analytics tool delivers data-driven workforce insights with real-time reports and predictive features to support strategic decision-making on attrition, workforce spend, and rostering
- BIPO's ongoing investments in technology innovation include partnerships with AI Singapore and enhanced mobile applications, alongside the provider's emphasis on proactive customer service with regular satisfaction surveys and multi-language contact center support
- BIPO has certified integrations with major HCMs, such as Workday, Oracle, and SAP, and has now been recognized as a Workday Emerging Partner
- Referenced clients appreciate the variety of modules available with BIPO's platform, its reporting capabilities, and its reasonable pricing

BIPO (page 2 of 2)

Everest Group global assessment – Major Contender
Everest Group APAC assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
APAC										

Limitations

- Enterprises based outside the APAC region will need to examine BIPO's offerings carefully, as its capability to serve clients outside the region is currently limited
- BIPO currently focuses on offering services to enterprises with fewer than 10,000 employees, so enterprises with a larger headcount should evaluate its offerings carefully
- The platform provides a detailed country-level view but does not provide a global view across different countries. Users will need to switch between different countries to view the payroll status for each
- Referenced clients expect BIPO to improve its response time and implementation timeline

CloudPay (page 1 of 2)

Everest Group global assessment – Major Contender | Everest Group EMEA assessment – Major Contender
Everest Group APAC assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Strengths

- CloudPay, a provider specializing in unified global payroll and payment solutions, is positioned as Major Contender on the Everest Group Global MCP PEAK Matrix® assessment 2025, the EMEA MCP PEAK Matrix® assessment 2025, and the APAC MCP PEAK Matrix® assessment 2025
- It has established a robust global delivery model supported by more than 700 payroll professionals distributed across 10 global service centers to ensure consistent payroll delivery quality across key international markets
- CloudPay differentiates by providing integrated payroll and payments capabilities, enabling automated payroll-to-pay workflows and real-time payment processing, which reduces processing time and errors, thus providing greater predictability and efficiency for enterprises
- It has continued strategic expansion efforts by enhancing in-house payroll processing capabilities in high-demand markets, such as Germany, France, Poland, and the US. It is also actively evaluating strategies to strengthen its footprint in North America and LATAM, enabling uniform and accelerated service delivery
- The platform leverages automation, API integration, and AI technologies extensively, resulting in enhanced payroll validation, reduced manual processing, and increased payroll accuracy. Recent developments include automated reconciliation, validation, and AI-enabled payroll health checks, improving overall service delivery efficiency
- Its recent investments in practitioner-focused global dashboards offer intuitive workflows and visibility into end-to-end payroll processes. Enhanced UX/UI provides proactive alerts, task automation, and exception-based payroll management, resulting in reduced administrative workload
- CloudPay offers robust integration capabilities with leading HCM and ERP platforms, such as Workday and HiBob, enabling real-time, bi-directional data exchange across payroll, time and attendance, workforce management, and benefits
- CloudPay offers robust, proprietary self-service capabilities for both employees and managers, supported by a dedicated mobile application to improve user engagement
- Referenced clients have appreciated CloudPay for its responsiveness, relationship management, and proactive roadmap communication

CloudPay (page 2 of 2)

Everest Group global assessment – Major Contender | Everest Group EMEA assessment – Major Contender
Everest Group APAC assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Limitations

- Enterprises with significant operations in LATAM and other emerging markets may need to assess CloudPay's current regional capabilities carefully, as these markets currently have limited direct service delivery and depend on partner-driven models that may impact service consistency
- Enterprises with employee headcounts greater than 3,000 should closely evaluate CloudPay's capabilities, as its current platform and services primarily serve small enterprises
- While CloudPay offers established EWA functionality, other financial wellness solutions, such as financial planning, investment advisory, or loans, remain limited by its current product suite
- Enterprises seeking immediate deployment of CloudPay's latest experience enhancements should note that several product updates are still in production or the early rollout phase
- Referenced clients have expressed a desire for CloudPay to enhance internal communication and coordination across departments, particularly between implementation, payroll operations, and treasury teams

Dayforce (page 1 of 2)

Everest Group global assessment – Major Contender and Star Performer | Everest Group EMEA assessment – Major Contender
Everest Group APAC assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Strengths

- Dayforce, a provider of payroll, HR, benefits, talent, and workforce management in 200 countries through its cloud HCM software Dayforce, is Major Contender on the Everest Group Global MCP PEAK Matrix® assessment 2025, the EMEA MCP PEAK Matrix® assessment 2025, and the APAC MCP PEAK Matrix® assessment 2025
- The platform leverages Dayforce's proprietary G2N engine in 20+ countries with real-time payroll processing capabilities, while supporting other geographies through in-country partners
- Dayforce provides a One Team global support model for enterprises, enabling one contract with one support structure, including 24x7 service and local language expertise, tracked through a single case management system for consistent issue resolution worldwide
- It continues to provide enterprises in the US, Canada, and the UK with an integrated financial wellness and earned wage access solution through the Dayforce Wallet, which helps enterprises improve employee financial well-being and enhance workforce engagement
- The platform offers robust reporting and analytics capabilities, with a large catalog of standard payroll reports, such as pay run history, gross-to-net, tax details, and an easy-to-use report builder for custom analytics
- Dayforce continues to invest in expanding its global presence, with recent developments including the expansion of its native payroll engines across Europe and APAC, and new investments to launch a native payroll offering in Mexico
- Dayforce integrates generative AI through its Dayforce Co-Pilot, a conversational assistant that uses natural language to simplify platform navigation, task completion, and querying of pay and compliance content, helping enterprises access critical information quickly and improve efficiency
- Referenced clients acknowledged Dayforce's account management in countries where they operate through their own FTEs, citing strong communication and knowledge by account managers and support teams

Dayforce (page 2 of 2)

Everest Group global assessment – Major Contender and Star Performer | Everest Group EMEA assessment – Major Contender
Everest Group APAC assessment – Major Contender

Measure of capability: Low High

	Market impact				**Vision and capability**					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Limitations

- Dayforce Wallet offering is currently available only in North America and the UK. Clients in other geographies expecting similar functionality from their payroll provider may not find Dayforce suited to their needs
- Referenced clients highlighted issues in the service of certain in-country partners, with a need for better communication and oversight from Dayforce for these countries
- Referenced clients indicated limitations to payroll tax filing or treasury (payment) services outside the US

Deel (page 1 of 2)

Everest Group global assessment – Major Contender | Everest Group EMEA assessment – Major Contender and Star Performer
Everest Group APAC assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global	3/4	1/2	3/4	3/4	5/8	7/8	3/4	7/8	7/8	3/4
EMEA	7/8	5/8	3/4	3/4	3/4	7/8	3/4	7/8	7/8	3/4
APAC	3/8	1/2	3/4	1/2	5/8	7/8	5/8	3/4	7/8	3/4

Strengths

- Deel, a provider of payroll, EoR, global mobility, contractor management, and HCM solutions, is Major Contender on the Everest Group Global MCP PEAK Matrix® assessment 2025, the EMEA MCP PEAK Matrix® assessment 2025, and the APAC MCP PEAK Matrix® assessment 2025
- Deel provides native payroll calculation engines to process payroll in real time across 50+ countries, with plans to expand native engines to 100+ countries, eliminating the inefficiencies and compliance complexities of traditional in-country partner models
- The provider's unified platform combines global payroll with adjacent services, such as Employer of Record (EoR), contractor management, and benefits on one interface, helping clients manage all worker types centrally
- Deel offers a vast suite of integrations, including a certified bi-directional Workday connectivity and pre-built connectors for major HCM systems, such as SAP and Oracle, which enable seamless data flow
- The platform leverages AI-driven automation to improve payroll accuracy and insights, using AI to detect anomalies in payroll data and explain variances, such as differences in gross-to-net amounts between cycles
- Deel strengthened its enterprise capabilities via the Safeguard Pay acquisition in 2025, adding a team with deep global payroll expertise (including 10+ years of Workday integration experience) and providing in-house coverage across 45 countries, including Africa via PaySpace
- It offers enterprises flexible options for payments, including fixed monthly salaries, hourly wages, or project-based compensation for contractual employees. Deel supports payments through 15 different payment methods and over 100 currencies, including cryptocurrencies
- Referenced clients appreciated the addition of new functionalities and platform enhancements done by Deel to improve platform capabilities

Deel (page 2 of 2)

Everest Group global assessment – Major Contender | Everest Group EMEA assessment – Major Contender and Star Performer
Everest Group APAC assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Limitations

- Enterprises on the lookout for language support other than English will find Deel's offerings limited, although it utilizes ChatGPT to provide automatic translations to 18 languages
- Deel is unifying the Safeguard Pay system with its platform through a phased and complex effort, which has left certain enterprise features distributed across systems until the integration is complete
- Referenced client noted that support response times sometimes lag agreed service level agreements (SLAs), suggesting the need for the provider to further improve its response rate for customer support as it continues to scale
- Referenced clients are of the opinion that Deel's internal organization growth results in constant changes in the clients' points of contact, which introduces challenges for enterprises that must adapt to new relationship managers during engagements

Ernst & Young (EY) (page 1 of 2)

Everest Group global assessment – Leader | Everest Group EMEA assessment – Leader
Everest Group APAC assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Strengths

- EY, a provider delivering payroll services, corporate secretarial, entity management, and tax services, is positioned as Leader on the Everest Group Global MCP PEAK Matrix® assessment 2025 and the EMEA MCP PEAK Matrix® assessment 2025 and Major Contender on the APAC MCP PEAK Matrix® assessment 2025
- EY maintains a robust global delivery model with a large network of payroll compliance professionals operating across regional service hubs in Hungary, Poland, Spain, the UAE, India, South Africa, the Philippines, China, Mexico, Costa Rica, and Argentina. Its extensive global presence, covering 157 countries, ensures consistent compliance and effective local payroll support
- EY's recent alliances for treasury management strengthen its ability to deliver end-to-end payroll and payment solutions, while its partnership for EoR services reflects broader workforce support ambitions
- It leverages a distinctive governance model that assigns senior engagement partners and experienced implementation teams, which aid smooth client transitions and high client satisfaction
- EY integrates generative AI within its internal payroll processes, streamlining payroll operations from source-to-gross through validation, stakeholder communication, and digital workflows
- The recently launched Integrated Global Payroll Solution (IGPS) platform serves as a unified solution, covering various worker types (employees, contractors, mobile staff, and business travelers) while integrating compliance, global mobility, and payroll accounting, aiming to simplify workforce administration
- EY's focus on leveraging next-generation technologies is reflected in its innovation roadmap, which includes tools for AI-led data ingestion (Shoebox), proactive reporting (Smart Agent), automated fraud detection, onboarding acceleration, and compliance insights, all designed to address payroll complexity
- Referenced clients highlighted EY's strong project management and implementation support, particularly in planning and coordinating across multiple countries

Ernst & Young (EY) (page 2 of 2)

Everest Group global assessment – Leader | Everest Group EMEA assessment – Leader
Everest Group APAC assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Limitations

- Enterprises with smaller-scale payroll operations should note that EY's client base is largely composed of global enterprises and large multi-country payroll deals
- EY currently does not offer a marketplace platform for partner applications and services, limiting plug-and-play integration options for clients seeking broader ecosystem connectivity
- Referenced clients noted delays and inconsistencies in integration processes, particularly around general ledger formats and loading timelines
- Referenced clients have expressed a desire for EY to provide greater support during the implementation process, noting that converting data into the required formats can be challenging, especially for organizations without the necessary internal skill sets

Humanica (page 1 of 2)

Everest Group global assessment – Aspirant
Everest Group APAC assessment – Aspirant

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
APAC										

Strengths

- Humanica, a provider of payroll outsourcing, benefits management, ERP, talent management, analytics, and HR technology, has been positioned as Aspirant on the Everest Group Global MCP PEAK Matrix® assessment 2025 and the APAC MCP PEAK Matrix® assessment 2025
- It is an APAC-focused provider through its payroll solution in over 35 countries and provides dedicated in-country support for last-mile activities through its nine offices located in Southeast Asia (SEA)
- Humanica's proprietary Workplaze platform covers end-to-end HR processes, including employee records, expense and claims management, time and attendance (T&A), and leave management. It offers HR consulting services to help its clients improve work culture and enhance employee experience
- It combines dedicated regional support centers with a hybrid delivery model, offering streamlined onboarding, high reliability, and month-end services for APAC clients, while relying on partner-managed SLAs to support operations outside native countries
- It offers an open API environment to support enterprise-specific integrations with its Workplaze platform, supported by data translation, validation, and automation with the enterprise's systems
- Humanica offers EWA solutions to clients for a minimum charge of service fee. Additionally, it offers talent management and recruitment solutions as part of its Workplaze platform
- Humanica's Workplaze platform has a strong roadmap, including new payroll automation features, improved multi-company consolidation, expanded reporting UI, and integration gateway enhancements

Humanica (page 2 of 2)

Everest Group global assessment – Aspirant
Everest Group APAC assessment – Aspirant

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
APAC										

Limitations

- Humanica's geographic footprint remains concentrated in the APAC region. Enterprises seeking direct payroll support in the form of managed services outside of APAC should evaluate its capabilities carefully
- Enterprises requiring officially certified integrations with global HCMs for operational and compliance assurance may need to carefully assess its capabilities
- Enterprises from energy, government, healthcare, and telecommunication should evaluate the provider's offerings, as it has limited experience in these industries
- Enterprises looking for benchmarking capabilities, such as compensation benchmarking or diversity, equity, and inclusion (DEI) metrics contextualized to the client industry, may not find Humanica's current offerings suited to their needs

Links International (page 1 of 2)

Everest Group global assessment – Major Contender
Everest Group APAC assessment – Major Contender and Star Performer

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
APAC										

Strengths

- Links International, now a part of Ascentium Group, is positioned as Major Contender on Everest Group's Global MCP PEAK Matrix® assessment 2025 and APAC MCP PEAK Matrix® assessment 2025
- Links International stands out with its distinctive strategy of providing 100% in-country payroll service delivery across 30 locations in APAC and the Middle East, leveraging local expertise to ensure compliance, high-touch support, and service reliability
- Beyond traditional payroll, Links International has expanded its capabilities through the acquisition by Ascentium, adding complementary corporate services, such as company incorporation, tax advisory, bookkeeping, and financial BPO, offering clients integrated end-to-end HR and financial solutions
- Following its acquisition by Ascentium, Links International has accelerated its market expansion efforts (especially into MEA) and payroll technology enhancements. This strategy has rapidly scaled Links' operational capabilities and market presence
- Links International has strengthened its integration ecosystem, recently achieving official partnership statuses with major global HCM platforms, such as Workday and Oracle, enabling validated integrations and enhancing platform stability and interoperability
- The provider employs a highly integrative microservices-based technology platform, emphasizing mobile-first design, user-friendly interfaces, and seamless integrations, aiming to simplify client adoption and accelerate payroll digital transformation initiatives
- Links International has updated its Links One platform, introducing and improving the following functionalities:
  - Advanced fraud detection capabilities
  - Automated leave reminders
  - Workforce management tools
  - Expanded range of standard client reports and a newly launched EoR and payroll management dashboard
- Links International leverages proprietary salary benchmarking data to identify potential flight risks and improve compensation strategies
- Referenced clients commended Links' expertise in regional compliance, particularly highlighting the advisory support provided in markets such as Singapore and Thailand

Links International (page 2 of 2)

Everest Group global assessment – Major Contender
Everest Group APAC assessment – Major Contender and Star Performer

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
APAC										

Limitations

- Enterprises requiring payroll capabilities in regions beyond APAC and the Middle East, particularly North America and Europe, should assess Links International's capabilities cautiously
- While Links International provides EWA solutions, enterprises seeking comprehensive financial wellness services, such as financial coaching, spending analytics, budgeting, and reward programs, may find its current capabilities limited
- Links International's ambitious user-experience enhancements, AI-powered features, and platform updates are either in early production stages or pilot phases
- Organizations with employee headcounts exceeding 3,000 should note that Links International predominantly serves small clients
- Referenced clients suggested that Links International should enhance innovation efforts, particularly by introducing next-generation payroll technologies and automation

Mercans (page 1 of 2)

Everest Group global assessment – Major Contender | Everest Group EMEA assessment – Major Contender
Everest Group APAC assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Strengths

- Mercans, a provider of payroll software-as-a-service (SaaS), managed payroll, EoR, and HRM advisory services, is Major Contender on the Everest Group Global MCP PEAK Matrix® assessment 2025, the EMEA MCP PEAK Matrix® assessment 2025, and the APAC MCP PEAK Matrix® assessment 2025
- Mercans' platform, HR Blizz, provides a single, multi-tenant gross-to-net payroll engine that supports payroll processing across over 100 countries, designed to integrate seamlessly with any existing HR or IT environment
- Mercans provides consistent processes, uniform compliance, and direct last-mile support in each country as it delivers all payroll operations through its own platform and local teams, without any ICPs
- The provider employs a factory model for implementations. Instead of relying on one generalist consultant, Mercans deploys multiple specialized teams in parallel, coordinated by project managers, a structure that improves scalability and speed in multi-country onboarding and ensures domain experts handle each aspect of the project
- Mercans provides enterprises with fully integrated solutions across core HCM systems and processes, such as Workday, Dayforce, UKG, and Darwinbox, enhanced through a recent partnership with Hibob
- Mercans' focus on compliance is evident through its extensive in-house compliance operation with a large dedicated compliance team and a rigorous statutory update process

Mercans (page 2 of 2)

Everest Group global assessment – Major Contender | Everest Group EMEA assessment – Major Contender
Everest Group APAC assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Limitations

- Enterprises on the lookout for financial wellness solutions, such as EWA and wallet payments, may want to examine its offering carefully as these functionalities are relatively nascent to the market
- Enterprises on the lookout for advanced analytics, such as predictive and prescriptive analytics, may find Mercans' offerings limited
- Enterprises in the government and telecom industries should evaluate the provider's offerings, as it has limited experience in these industries

Multiplier (page 1 of 2)

Everest Group global assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										

Strengths

- Multiplier, a provider focusing on payroll, EoR, Contractor of Records (CoR), and immigration services, is recognized as a Major Contender on Everest Group's Global MCP PEAK Matrix® 2025
- Multiplier currently supports proprietary G2N processing in over nine countries, and has plans to expand operations in Europe and North America
- Multiplier has also established strategic partnerships with prominent US payroll providers, including Trinet, Paychex, Paycor, and UKG, aiming to expand its market reach and enable effective penetration into the North American MCP segment
- It leverages a well-established global payments infrastructure, holding funds through global banking partners. This enables enterprises to benefit from lower foreign exchange rates, streamlined money movement, and operational efficiency in payroll disbursement
- Multiplier has also made enhancements tailored specifically for different user personas, such as Chief Financial Officers (CFOs), HR leads, and IT admins, aiming to improve usability, accuracy, and user experience based on distinct enterprise stakeholder needs
- It can effectively manage payroll complexities for alternate-worker types through its proprietary capabilities, including multi-currency payouts and automated rule-based payment scheduling, streamlining payroll operations for contractors
- It offers a broad set of ancillary modules spanning core HR, time, onboarding, and offboarding, etc., enabling clients to address adjacent HCM needs within a unified ecosystem
- Multiplier provides dedicated account management, regional payroll experts, along with multilingual employee contact centers. Its robust service framework also includes responsive off-cycle payroll support to ensure timely issue resolution

Multiplier (page 2 of 2)

Everest Group global assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										

Limitations

- Its current portfolio is skewed toward enterprises with a headcount of less than 3,000 employees. Enterprises with higher employee count should thoroughly evaluate Multiplier's offerings
- Multiplier's prescriptive and predictive analytics capabilities remain on the roadmap
- Enterprises looking for mature AI-driven payroll automation and compliance capabilities may find Multiplier's current offerings to be in early stages. Although substantial AI-driven innovations are planned, their full operational deployment is still underway
- Although Multiplier has integrations with leading HRIS platforms, these integrations currently lack formal certification. Enterprises requiring officially certified integrations for operational and compliance assurance may need to carefully assess its capabilities
- Enterprises seeking payslip, reporting, and payroll interface support in multiple languages may experience constraints

Mynd Integrated Solutions (page 1 of 2)

Everest Group global assessment – Aspirant | Everest Group EMEA assessment – Aspirant
Everest Group APAC assessment – Aspirant

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Strengths

- Mynd Integrated Solutions, a provider focusing on payroll, EoR, Finance and Accounting (F&A), and broader back-office services, is recognized as Aspirant on Everest Group's Global, EMEA, and APAC MCP PEAK Matrix® 2025
- The recent acquisition of Qandle enables Mynd to rapidly expand its payroll processing scalability:
- Qandle adds robust payroll engine capabilities supporting both domestic (India) and international payroll operations, with several existing clients already onboarded, while also strengthening Mynd's presence in MEA and APAC markets
- The acquisition further enhances Mynd's value proposition by integrating adjacent HR and payroll-linked functionalities, such as leave, T&A, onboarding, and expense management, into its offering
- The provider exhibits flexibility in managing diverse worker types by leveraging partnerships to enable multi-currency payments and contractor tax compliance
- Mynd's Input Validation and Aggregation Platform (IVAP) reduces manual effort and payroll errors through automation. The platform provides input validation, incorporating country-specific statutory rules and client-defined business policies to enhance accuracy and compliance
- Mynd's Active Compliance Tool (ACT) provides comprehensive compliance tracking, proactively notifying clients and internal teams of upcoming compliance deadlines. The platform also serves as a central repository for compliance documents and audit trails
- Referenced clients have appreciated Mynd for its collaborative, accommodating approach that positions it as a partner rather than just a provider

Mynd Integrated Solutions (page 2 of 2)

Everest Group global assessment – Aspirant | Everest Group EMEA assessment – Aspirant
Everest Group APAC assessment – Aspirant

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Limitations

- While Mynd has a strong foothold in India, its payroll capabilities internationally are nascent. While the provider has begun expansions in these regions, its operational maturity and local presence currently depend on ICPs
- Enterprises prioritizing strong UI and employee self-service should be aware that Mynd's recent tech acquisitions and UI/UX upgrades are still in the process of integration
- Mynd's prescriptive and predictive analytics capabilities remain on the roadmap
- Mynd's current portfolio predominantly serves enterprises with smaller workforces. Enterprises with employee headcounts greater than 3,000 should carefully assess Mynd's current scalability
- Enterprises seeking mature AI-driven payroll functionalities, such as payroll anomaly detection, should note that Mynd's capabilities in these areas are in the roadmap
- Referenced clients have expressed a desire for Mynd to enhance the sophistication of its technology stack

Neeyamo (page 1 of 2)

Everest Group global assessment – Major Contender | Everest Group EMEA assessment – Major Contender
Everest Group APAC assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Strengths

- Neeyamo, a provider of global payroll, EoR solutions, and other ancillary payroll and HR systems in 160+ countries, is Major Contender on the Everest Group Global MCP PEAK Matrix® assessment 2025, the EMEA MCP PEAK Matrix® assessment 2025, and the APAC MCP PEAK Matrix® assessment 2025
- The provider maintains robust global payroll delivery capability, supported by eight global delivery centers and in-country payroll and compliance specialists for deep expertise
- Neeyamo has built proprietary, in-house gross-to-net payroll engines covering 100+ countries, significantly reducing reliance on third-party vendors, enhancing payroll accuracy, compliance consistency, and operational efficiency
- Leveraging pre-configured templates (Gold Instance), Neeyamo aims to shorten payroll implementation timelines to accelerate client onboarding and simplify payroll transitions
- Neeyamo offers a broad set of ancillary modules spanning core HR, time, absence, onboarding, and document management, enabling clients to address adjacent HCM needs within a unified ecosystem
- Through its Input/Output (IO) tool, Neeyamo aims to standardize global payroll data by consolidating, validating, and harmonizing inputs and outputs
- The provider has invested in next-generation technology, including AI-based compliance monitoring tools developed on AWS Bedrock, intelligent payroll validation using machine learning, and an AI chatbot, to enhance payroll user experience
- Neeyamo provides certified integrations with major global HCM platforms such as Workday, Oracle, SAP SuccessFactors, and HiBob. Its platform also integrates seamlessly with government portals, banks, and other third-party providers, enhancing payroll accuracy and compliance
- Referenced clients described Neeyamo as a strong and committed partner, particularly in meeting complex security and compliance requirements across multiple geographies

Neeyamo (page 2 of 2)

Everest Group global assessment – Major Contender | Everest Group EMEA assessment – Major Contender
Everest Group APAC assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Limitations

- Enterprises looking for comprehensive financial wellness tools, such as budgeting, financial advisory, or fully integrated financial planning solutions, might find Neeyamo's capabilities limited
- Referenced clients felt that Neeyamo's solution can improve its sophistication, particularly in terms of front-end UI/UX and platform robustness
- Referenced clients also pointed to limited middleware capabilities, resulting in higher dependency on manual data uploads

OS HRS (page 1 of 2)

Everest Group global assessment – Aspirant
Everest Group APAC assessment – Aspirant

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
APAC										

Strengths

- OS HRS, an APAC-focused provider of payroll, compliance, T&A, and end-to-end HR services, is Aspirant on the Everest Group Global MCP PEAK Matrix® assessment 2025 and the APAC MCP PEAK Matrix® assessment 2025
- OS HRS' Corazon payroll engine offers customizable core payroll processing technology, integrable with major enterprise platforms, such as Oracle, SAP, and Workday, to enhance enterprise interoperability
- It offers a broad set of ancillary modules spanning core HR, time, workforce management, claims and expense processing, and personnel and talent management, enabling clients to address adjacent HCM needs within a unified ecosystem
- The provider delivers payroll outsourcing services in ~18 countries spanning East Asia to the Middle East, with notable experience across specific industries
- The provider operates a dedicated statutory monitoring team tracking HR compliance updates from official bodies across 15+ countries. Timely updates are provided on regulatory developments to remain compliant with evolving global and local requirements
- It offers multi-language helpdesk support in 15+ APAC languages, including Mandarin, Tamil, Korean, Bahasa Indonesia, Thai, Japanese, and Vietnamese. This is supplemented by regional helpdesk teams for payroll software queries, IT issues, and HR/payroll advisory
- OS HRS' employee self service (ESS) module provides employees with interactive payslip functionality, digital statements, and self-service capabilities for leave, overtime, timesheet, and claim approvals designed to improve accessibility for end users
- OS HRS stores hosted data in tier-III data centers with multiple power and cooling paths. It ensures 100% disaster recovery backup, separate User Acceptance Testing (UAT) and production servers, and end-to-end encryption to safeguard payroll data integrity

OS HRS (page 2 of 2)

Everest Group global assessment – Aspirant
Everest Group APAC assessment – Aspirant

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
APAC										

Limitations

- While OS HRS has a strong foothold across APAC, its payroll capabilities are limited outside the region
- Enterprises seeking mature AI-driven payroll functionalities, such as automated payroll anomaly detection, should note that OS HRS' capabilities in these areas is limited
- While OS HRS supports descriptive analytics, its capabilities in prescriptive and predictive analytics remain limited
- Enterprises seeking financial wellness tools, such as EWA or financial coaching, may find OS HRS' current capabilities limited

Papaya Global (page 1 of 2)

Everest Group global assessment – Major Contender | Everest Group EMEA assessment – Major Contender
Everest Group APAC assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Strengths

- Papaya Global, a provider of payroll, payments, and workforce management solutions, is a Major Contender on the Everest Group Global MCP PEAK Matrix® assessment 2025, the EMEA MCP PEAK Matrix® assessment 2025, and the APAC MCP PEAK Matrix® assessment 2025
- It enables payroll, EoR, and contractor management within a single SaaS platform, simplifying global workforce orchestration for clients with mixed employment models
- Papaya Global differentiates through its embedded and regulated global payments infrastructure, with key capabilities including:
  - Ability to fund in 15 currencies and pay in over 130 currencies
  - Cost reduction through lower FX fees and competitive exchange rates
  - End-to-end visibility across the payment life cycle
  - Proactive anti-money laundering (AML) and fraud checks that safeguard transactions and mitigate risks
  - Configurable land dates to ensure on-time payments and avoid delays
- It offers real-time analytics dashboards that deliver granular insights into workforce costs, compliance risks, and geographic spend. Enterprises can segment data across countries and worker types to support informed decisions around budgeting, workforce planning, and risk management
- Papaya Global offers out-of-the-box connectors and proprietary APIs with leading HCM and ERP platforms, such as Workday, SAP, Oracle, BambooHR, and NetSuite, enabling quick, secure, and automated sync of HR and payroll data
- It offers 360-degree support with dedicated account managers, in-country payroll professionals, and access to local legal experts and a three-tier governance model that ensures SLAs are consistently monitored
- Papaya Global offers an employee portal and mobile application for pay slip access, leave tracking, document management, and localized onboarding, ensuring a unified and digitally native experience across geographies

Papaya Global (page 2 of 2)

Everest Group global assessment – Major Contender | Everest Group EMEA assessment – Major Contender
Everest Group APAC assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Limitations

- While Papaya Global provides technology orchestration and compliance assurance, it relies on a partner-based ICP model for local payroll execution. Clients seeking a fully in-house delivery model may need to evaluate fit based on critical geographies
- Its current portfolio is skewed toward enterprises with a headcount of less than 10,000 employees. Enterprises with higher employee count should thoroughly evaluate Papaya Global's offerings
- While Papaya Global is actively investing in embedded AI and compliance use cases, its generative AI-based user interactions, such as chatbots or natural language analytics, are still in pilot or roadmap stage
- Papaya Global's ability to support predictive and prescriptive analytics use cases is currently limited

Popay (page 1 of 2)

Everest Group global assessment – Aspirant | Everest Group EMEA assessment – Aspirant

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
APAC										

Strengths

- Popay provides managed payroll services, payroll technology, and other HR technology as its offerings. It has been recognized as Aspirant on Everest Group's Global and EMEA MCP PEAK Matrix® assessment 2025
- Popay provides a robust, cloud-based payroll solution configured for 38 African countries, offering in-depth compliance with local regulations, statutory deductions, and mandatory reporting, to reduce enterprise compliance risks
- It supports flexible payroll delivery models, including in-house, managed payroll services, and hybrid regional service centers, which enable enterprises to customize their payroll management approach based on operational preferences and internal HR maturity
- Popay maintains local teams in key African countries (Morocco, Senegal, and Mauritius), providing specialized knowledge, on-the-ground compliance support, and responsive payroll services, and enhances localization
- Its day-to-day operational support includes 24x7 employee assistance, dedicated help-desk channels (email, phone, chat, and self-service portals), and responsive emergency or off-cycle payroll support, for service reliability and responsiveness for enterprises
- Hosted on Oracle Cloud Infrastructure with primary and secondary data centers, Popay offers robust security certifications to enhance data security and system reliability
- Popay has and continues to invest in UX/UI improvements for Employee Self-service (ESS), payroll dashboards, and mobile-responsive access for improved ease of use
- Popay's solution specifically addresses unique regional requirements in Africa, including cost sensitivity through competitive pricing, capabilities for employee-requested salary advances and loans, and integrations with mobile money platforms to support flexible salary payments
- Referenced clients have appreciated Popay for its proactive and efficient customer support, stable, and deep compliance expertise across local labor, tax, and social security regulations

Popay (page 2 of 2)

Everest Group global assessment – Aspirant | Everest Group EMEA assessment – Aspirant

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
APAC										

Limitations

- While Popay has a strong foothold across the African subcontinent, its native payroll capabilities are limited outside the region, with minimal presence in markets such as North America, LATAM, and APAC
- While Popay supports basic descriptive analytics, its capabilities in prescriptive and predictive analytics, as well as dynamic, user-driven reporting, remain limited
- Enterprises looking for mature AI-driven payroll functionalities, such as automated payroll anomaly detection or proactive compliance checks, should note that Popay's capabilities in these areas remain nascent
- While Popay offers French, English, and Dutch language capabilities, broader linguistic localization remains limited
- Although Popay has integrations with leading HRIS platforms, these integrations currently lack formal certification. Enterprises requiring officially certified integrations for operational and compliance assurance may need to carefully assess its capabilities
- Popay's current client portfolio predominantly serves enterprises with fewer than 3,000 employees. Enterprises with larger workforces should carefully evaluate Popay's scalability and capability alignment
- Referenced clients have expressed a desire for Popay to provide more proactive tracking and updates on local legal changes to strengthen compliance and minimize last-minute adjustments

Ramco (page 1 of 2)

Everest Group global assessment – Major Contender | Everest Group EMEA assessment – Major Contender
Everest Group APAC assessment – Leader

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Strengths

- Ramco, a provider with offerings across global payroll, ERP, aviation, logistics, and services resource planning, has been recognized as Major Contender on the Everest Group Global MCP PEAK Matrix® assessment 2025 and the EMEA MCP PEAK Matrix® assessment 2025, and Leader on the APAC MCP PEAK Matrix® assessment 2025
- Ramco offers payroll services across 150+ countries via strategic ICP partnerships (including Deloitte and BDO). This expansive coverage allows Ramco to deliver consistent global payroll management
- Ramco has significantly strengthened its APAC and MEA delivery capabilities by expanding its presence in Tokyo and Qatar to enhance implementation support and operational reliability
- It provides diverse delivery models, including Payroll-as-a-Platform, fully managed services, partial managed services, and hybrid delivery options. This flexibility allows enterprises to tailor payroll operations precisely to their business needs
- Ramco has upgraded its payroll platform with the launch of the MCP platform Payce, incorporating advanced technologies such as auto-scaling for high volume processing and variance analytics
- The provider offers a sophisticated analytics tool called BInGO, featuring intuitive and interactive payroll dashboards, comprehensive reporting capabilities, and enhanced database support, to enable payroll teams to gain actionable insights
- Its robust compliance management framework includes an AI-powered proactive compliance tracking system, supported by strong local partnerships and continuous updates from payroll bureaus
- Ramco offers certified integration with major global HCM platforms, including Oracle and Workday (Global Payroll Partner). Its pre-built connectors extend to leading finance platforms, workforce management, analytics, and time and attendance tools to improve payroll input accuracy and processing efficiency
- Referenced clients have appreciated Ramco for its flexibility, customer-friendly approach, and cost-effective payroll solutions

Ramco (page 2 of 2)

Everest Group global assessment – Major Contender | Everest Group EMEA assessment – Major Contender
Everest Group APAC assessment – Leader

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Limitations

- Enterprises with payroll requirements in Europe or the Americas should carefully evaluate Ramco's current regional capabilities, as its direct delivery footprint outside APAC and MEA is limited, with broader global coverage heavily reliant on ICP partnerships
- While Ramco supports descriptive analytics, its capabilities in prescriptive and predictive analytics are on the roadmap
- Enterprises seeking immediate availability of innovations, such as enhanced payroll anomaly detection, generative AI capabilities, and low-code/no-code custom connectors, should recognize that these functionalities are currently in development or early deployment phases
- Referenced clients have expressed a desire for Ramco to improve internal knowledge transfer processes to mitigate the impact of employee turnover and ensure consistent payroll accuracy, especially during critical periods such as year-end tax filing

Remote (page 1 of 2)

Everest Group global assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										

Strengths

- Remote, a global provider of payroll, EoR, benefits, tax, and compliance solutions across 100+ countries, is Major Contender on the Everest Group Global MCP PEAK Matrix® assessment 2025
- Remote embeds a dynamic rules and policy engine linked to its Compliance Watchtower, proactively interpreting local labor laws and providing enterprises with actionable insights into cost impacts and compliance changes for global workforce planning
- Remote enhances its platform through its Neo Payroll engine expansion, delivering faster, native payroll processing with deep local expertise, and focusing on complex country-specific payroll rules to ensure regulatory adherence
- Remote offers comprehensive managed services for enterprises, including dedicated customer success managers, local operational payroll support, and audit-ready, self-serve reporting capabilities to enhance operational control and compliance visibility
- Remote's own teams and systems handle payroll calculations and compliance in 40+ countries out of their current coverage of 100+ countries, keeping data and expertise within the organization for consistent service delivery for enterprises
- Remote's platform incorporates an AI-driven smart uploader to flexibly ingest payroll data from various formats, simplifying onboarding and enabling a single source of truth for payroll inputs
- Remote's platform includes natively built expense management and time and attendance functionalities, providing integrated workforce data management within a single ecosystem, accompanied by a full, transparent audit trail that enhances compliance oversight and accountability

Remote (page 2 of 2)

Everest Group global assessment – Major Contender

Measure of capability: ◔ Low ● High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global	◑	◑	◑	◑	◕	◕	◕	◕	◕	◕

Limitations

- Enterprises based out of the LATAM and the Middle East region will need to examine Remote's offerings carefully, as it is still expanding in those regions
- Enterprises seeking extensive analytics support will need to evaluate Remote's offerings, as its current capabilities in this domain are limited
- Enterprises on the lookout for financial wellness features such as earned wage access (EWA), and wallet payments, might not find Remote's solutions suited to their needs

Rippling (page 1 of 2)

Everest Group global assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										

Strengths

- Rippling, a provider of global payroll, HRIS, EoR, and comprehensive workforce management solutions, has been positioned as Major Contender on the Everest Group Global MCP PEAK Matrix® assessment 2025
- Rippling has solidified its position as a global payroll solution provider by expanding its global presence and has recently added 10 countries to its in-house processing model (including Canada, the UK, France, Germany, Australia, and India), and scaled up regulatory approvals, underscoring its ambitious global expansion strategy
- Rippling places strong emphasis on client support by offering 24X7 multilingual employee assistance, dedicated help-desk channels, and emergency/off-cycle payroll support, reinforcing its commitment to responsiveness
- Its Compliance 360 tool proactively monitors regulatory changes and compliance issues in real-time, notifying payroll administrators about policy conflicts or updates required in employee time-off, attendance, and local payroll practices, to reduce compliance risks
- Rippling manages comprehensive money movement between employers, employees, and tax authorities with robust audit trails, real-time transaction tracking, and detailed reporting functionalities
- Its single-login approach enables real-time visibility across payroll, HR, expenses, and time and attendance, and eliminates data silos
- The provider offers a robust integration framework that connects its HR and payroll systems seamlessly to over 600 third-party apps through its App Shop, enabling enterprises to manage everything from HR to IT and finance through a unified platform
- Referenced clients have appreciated Rippling for offering a single integrated platform for employee management, payroll, and regular platform improvements with ongoing updates

Rippling (page 2 of 2)

Everest Group global assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										

Limitations

- Enterprises prioritizing strong local on-ground support should evaluate Rippling's current delivery model, as its on-ground FTE presence is limited
- Rippling's clientele is skewed toward enterprises with less than 3,000 employees. Midsize and large enterprises should consider its offerings carefully
- Enterprises seeking financial wellness tools, such as EWA or financial coaching, may find Rippling's current capabilities limited, as many of these features are still in development
- While Rippling supports descriptive analytics, its capabilities in advanced prescriptive and predictive analytics remain limited
- Enterprises with multilingual workforce requirements should note that Rippling's contact center support is currently available only in English
- Referenced clients have expressed a desire for Rippling to take a more hands-on approach to resolving carrier connection issues

SD Worx (page 1 of 2)

Everest Group global assessment – Major Contender | Everest Group EMEA assessment – Leader

Measure of capability: ◔ Low ● High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global	◕	◕	◕	◕	◕	◕	◕	◕	◕	◕
EMEA	◕	◕	◕	◕	●	◕	◕	◕	◕	◕

Strengths

- SD Worx, which offers an integrated payroll, HCM, and workforce management solution stack underpinned by proprietary cloud technology, is positioned as Major Contender on Everest Group's Global MCP PEAK Matrix® 2025 and Leader on the EMEA MCP PEAK Matrix® 2025
- SD Worx maintains a robust payroll delivery capability in Europe, operating in 26 countries with proprietary payroll engines in 20 of these markets, enabling localized expertise and strong regulatory compliance
- It continues strategic inorganic growth, recently acquiring payroll provider Socialea in France, thereby strengthening its small and medium-sized enterprise (SME) segment presence. This acquisition strategy is aimed at expansion in key European economies such as Germany, Italy, and France
- SD Worx is investing in AI-powered OCR capabilities, platform assistants, and automated document validation, etc., to enhance payroll processes, underscoring a sustained commitment to continuous innovation
- The provider offers a highly localized and multilingual employee experience, offering digital services (mysdworx platform) in 15 languages, to facilitate improved user adoption and administrative simplicity
- SD Worx demonstrates advanced SAP-based payroll capabilities, particularly through its SAP Employee Central Payroll (ECP) localization solution, and InnovaPay, currently available in seven countries
- It has introduced embedded payment services capabilities (currently active in Belgium) through its affiliated entity, HR Pay Solutions. These capabilities support payroll disbursements, earned wage access, flexible benefits, and other HR-linked financial transactions, enabling seamless integration of payroll and payments for enterprise clients
- Referenced clients have appreciated SD Worx for its quick turnaround, agility in handling requests, and flexibility in adapting to evolving requirements

SD Worx (page 2 of 2)

Everest Group global assessment – Major Contender | Everest Group EMEA assessment – Leader

Measure of capability: ◔ Low ● High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global	◕	◕	◕	◕	◕	◕	◕	◕	◕	◕
EMEA	◕	◕	◕	◕	●	◕	◕	◕	◕	◕

Limitations

- SD Worx's clientele is skewed toward enterprises with less than 3,000 employees. Midsize and large enterprises should consider its offerings carefully
- Enterprises interested in immediate adoption of SD Worx's latest platform enhancements, such as fully automated payroll reconciliation, predictive analytics, and real-time payroll processing, should note that these features are in early production stages or pilot phases
- While SD Worx has introduced promising payroll-integrated payment solutions (such as early wage access), its broader financial wellness offerings, including financial planning, budgeting, and financial wellness advisory services, remain limited
- Referenced clients have expressed a desire for SD Worx to strengthen its project management processes and improve the quality and consistency of project documentation

Sopra HR (page 1 of 2)

Everest Group global assessment – Major Contender | Everest Group EMEA assessment – Leader

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										

Strengths

- Sopra HR, a provider of payroll and HR solutions that span HR administration, T&A, performance, and analytics in 50 countries, is Major Contender on the Everest Group Global MCP PEAK Matrix® assessment 2025 and the EMEA MCP PEAK Matrix® assessment 2025
- It features an extensive HR marketplace ecosystem that allows clients to extend functionality via partner solutions, such as embedded analytics (Qlik Sense for dashboards), organizational chart tools, and time and attendance, ensuring that a broad range of HR and workforce capabilities can plug into the platform
- Sopra HR has invested in a refreshed user interface and experience for both employees and managers, where the platform supports extensive self-service capabilities
- It allows configuration flexibility for each client. It can implement client-specific processes or adjustments (including an option for on-premises vs. cloud) rather than forcing a standard deployment model for all
- Sopra HR maintains a robust presence across Africa and Europe, supported by its on-ground, full-time employees and native Gross-to-net (G2N) payroll capabilities for all serviced countries. This ensures enterprises receive personalized support from Sopra HR without any ICPs
- Sopra HR's Nova 2025 program includes AI use-cases such as smart payslips, predictive analytics on HR/payroll data, and intelligent chatbots for HR support. This focus on automation, combining AI (e.g., OCR and natural language processing or NLP) with human/robotic process orchestration, helps streamline HR operations and reduce errors for enterprises
- Referenced clients appreciated Sopra HR's availability and proactive approach in resolving issues, noting its consistent support shown for its clients by helping them find solutions

Sopra HR (page 2 of 2)

Everest Group global assessment – Major Contender | Everest Group EMEA assessment – Leader

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										

Limitations

- Enterprises based outside of the EMEA region will need to examine Sopra HR's offerings carefully, as its capability to serve clients outside the region is currently limited
- While Sopra HR has strong operational reporting, advanced analytics (predictive and prescriptive) are lacking; however, it has plans to enhance these capabilities as part of its future roadmap
- Referenced clients want Sopra HR to enhance its employees' expertise, particularly in resolving recurring bugs/issues in the platform

Strada (page 1 of 2)

Everest Group global assessment – Leader | Everest Group EMEA assessment – Leader
Everest Group APAC assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Strengths

- Strada, a provider of payroll services, human capital, and financial management solutions in over 180 countries, has emerged as Leader on the Everest Group Global MCP PEAK Matrix® assessment 2025 and the EMEA MCP PEAK Matrix® assessment 2025 and Major Contender on the APAC MCP PEAK Matrix® assessment 2025
- It offers advisory services to enterprises across payroll transformation journeys, focusing on strategy, technology, operations, employee experience, and change management, positing itself as a strategic partner in the payroll and HR domain
- Strada has a strategic partnership with Workday, serving as a co-development, co-sell, and resale partner, and is uniquely positioned to implement, operate, and maintain Workday globally
- Its ability to serve large, complex multinational enterprises is underpinned by its strong global operating model and deep regional expertise. It also continues to scale its delivery footprint while maintaining a high-touch, client-centric service approach across all regions
- Strada provides a global analytics dashboard that offers visibility into key payroll metrics such as overtime cost percentage, total payroll cost, and headcount by gender. It also allows users to customize dashboards using various parameters and filters, enabling more informed, data-driven decisions across geographies
- It enables payroll administrators to simulate pay slips, allowing them to visualize detailed breakdowns of taxes, deductions, and employer contributions in real time during the payroll cycle without waiting until cut-off through its Strada Pay platform
- Strada's phased investment in Strada.AI reflects a strong focus on applying agentic AI across the payroll cycle. By prioritizing both employee and employer use cases, it aims to enhance decision-making, automate issue resolution, and deliver smarter, more efficient payroll experiences
- Referenced clients have appreciated Strada for its adaptability, strong compliance focus, and ownership-driven approach

Strada (page 2 of 2)

Everest Group global assessment – Leader | Everest Group EMEA assessment – Leader
Everest Group APAC assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Limitations

- While Strada has a strong on-ground presence, it has a dependence on in-country partners in the MEA region. Buyers seeking exhaustive last-mile service delivery capabilities in this region should carefully assess the provider to ensure alignment with their needs
- Although Strada Pay offers advanced technological capabilities, its current availability is limited to 28 countries, which may restrict its applicability for enterprises with broader global payroll needs
- Referenced clients believe Strada could further enhance delivery by making greater use of AI and strengthening its analytics dashboards
- Referenced clients have expressed a desire for Strada to move away from the Third-party Vendor (TPV) model in certain countries

TMF Group (page 1 of 2)

Everest Group global assessment – Leader | Everest Group EMEA assessment – Leader
Everest Group APAC assessment – Leader

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Strengths

- TMF Group, a provider of payroll, HR admin services, accounting and tax services, capital markets, fund services, and global entity management, is Leader on the Everest Group Global MCP PEAK Matrix® assessment 2025, the EMEA MCP PEAK Matrix® assessment 2025, and the APAC MCP PEAK Matrix® assessment 2025
- It boasts extensive coverage of payroll-adjacent and ancillary services enabled through a strong partnership ecosystem, demonstrated through the following initiatives:
  - TMF-branded learning and development portal through partnership with Seedl
  - One-stop support for EoR, contractors, and regular employees through a strategic tie-up with G-P
  - A unified global payroll-payment-disbursement solution through partnership with Ebury
  - Global absence management and positive/negative time tracking through a pre-built connector between Edays and the TMF portal
- TMF Group offers specialized advisory capabilities through its dedicated global consultancy team, providing on-ground change management and transformation support across accounting, tax, HR, and payroll
- It differentiates itself through strong governance and consistent service delivery, supported by dedicated onboarding teams and direct local office contacts. Its workflow orchestration platform, ENATE, standardizes delivery, enables real-time SLA tracking, and embeds compliance controls to enhance efficiency and client experience
- TMF Group has launched Optix, a new middleware layer enhancing flexibility, visibility, and control for clients and delivery teams through interactive dashboards, self-service reporting, advanced data ingestion (including API integration), and AI-driven built-in data validation
- It has built a standardized API-enabled framework that supports integration with global HCMs. Moreover, along with Workday PECI integration for 78+ countries, it has recently achieved Workday global payroll connect (GPC) certification, further enhancing its ability to support payroll data exchange
- Referenced clients have appreciated TMF Group for their proactive approach in addressing challenges, resolving issues, and providing strong account management support

TMF Group (page 2 of 2)

Everest Group global assessment – Leader | Everest Group EMEA assessment – Leader
Everest Group APAC assessment – Leader

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global	7/8	7/8	3/4	7/8	Full	3/4	7/8	7/8	7/8	7/8
EMEA	7/8	7/8	3/4	7/8	7/8	5/8	7/8	7/8	7/8	3/4
APAC	7/8	3/4	3/4	7/8	7/8	3/4	7/8	7/8	7/8	3/4

Limitations

- While TMF Group has launched its Optix platform, existing clients might not experience immediate benefits, as the transition process for them would take some time
- Although TMF Group has expanded its coverage of countries where it provides HR admin services to 50+ countries, global enterprises seeking these additional services will need to evaluate whether that coverage spans their entire footprint
- TMF Group's current portfolio is skewed toward buyers with an employee headcount of less than 3,000; hence, enterprises with larger headcount will need to evaluate its offerings carefully
- TMF Group currently does not offer AI enabled chatbot capability for quick query resolution; however, the feature is a part of the future roadmap
- Referenced clients believe that TMF Group could improve on flexibility and payroll processing timelines, particularly in countries with smaller headcount

UKG (page 1 of 2)

Everest Group global assessment – Major Contender | Everest Group EMEA assessment – Major Contender
Everest Group APAC assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Strengths

- UKG, a provider of HR, payroll, and workforce management across 160+ countries, is Major Contender on the Everest Group Global MCP PEAK Matrix® assessment 2025, the EMEA MCP PEAK Matrix® assessment 2025, and the APAC MCP PEAK Matrix® assessment 2025
- UKG's One View platform delivers a unified, consistent, and user-friendly experience for payroll administrators and employees across a globally distributed workforce, supporting over 20 languages to ensure inclusivity regardless of geography
- It offers a high degree of delivery flexibility by enabling enterprises to choose from three distinct service models:
  - Connect: a pure SaaS solution that provides centralized global visibility and governance across an enterprise's payroll operations
  - Direct: enables enterprises to bring their own in-country payroll partners while maintaining a unified control environment through UKG One View
  - Managed: a fully outsourced solution where UKG serves as the single point of accountability, delivering end-to-end payroll services in over 160 countries
- UKG leverages AI-driven perpetual validation and gross-to-net matching to identify missing pay elements or mismatches before payment. Each anomaly is surfaced with contextual explanation and optional user resolution, leading to reduced payroll errors
- Through its proprietary One View Payments module, UKG provides automated, touchless payments covering employee net pay, third-party deductions, and government remittances in 120+ currencies
- It provides the ability to consolidate compliance data across all payrolls, whether managed by UKG or third-party providers, into a single platform, enabling global oversight of payroll and compliance risk through its Compliance Hub
- UKG offers certified, pre-built connectors to leading HCM platforms, along with seamless integrations between One View and the UKG suite of products, ensuring a unified experience across the workforce lifecycle
- Referenced clients have appreciated UKG for its flexibility in responding to feedback, user-friendly technology, and consistency of project teams during implementation

UKG (page 2 of 2)

Everest Group global assessment – Major Contender | Everest Group EMEA assessment – Major Contender
Everest Group APAC assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Limitations

- While UKG offers orchestration of payment through its own platform, the execution of payments still relies on federated external payment partners. In-country nuances may pose challenges in countries with complex banking regulations or where enterprises desire end-to-end control
- UKG's current portfolio is skewed toward buyers with an employee headcount of less than 3,000; hence, enterprises with larger headcounts will need to evaluate its offerings carefully
- UKG primarily leverages a partner model with limited proprietary G2N capabilities. Enterprises that prefer a provider's self-G2N capabilities should carefully evaluate its offering
- Enterprises on the lookout to deploy chatbots or virtual agents for faster query resolution might not find UKG's current offerings suited to their needs
- Referenced clients have expressed a desire for UKG to build deeper in-house country payroll expertise instead of relying on ICPs, and introduce a mobile application to strengthen employee accessibility

Vistra (page 1 of 2)

Everest Group global assessment – Major Contender and Star Performer | Everest Group EMEA assessment – Major Contender
Everest Group APAC assessment – Major Contender and Star Performer

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Strengths

- Vistra, a provider specializing in payroll solutions alongside wider business services, such as corporate secretarial, global entity management, fund administration, HR advisory, and tax and accounting, is positioned as Major Contender on Everest Group's Global, EMEA, and APAC MCP PEAK Matrix® assessments for 2025
- Vistra supports payroll in around 130+ countries and uses regional hubs in India, Hungary, Mexico, and the US to deliver localized service and maintain compliance accuracy
- It employs a modular payroll delivery approach, allowing clients flexibility to select service models, ranging from fully managed payroll outsourcing to SaaS payroll technology solutions. This enables enterprises to optimize payroll management according to their operational maturity
- Recent investments have significantly modernized user experience across Vistra's payroll platforms, providing refreshed interfaces, customizable dashboards, advanced reporting tools, and employee self-service capabilities in over 20 languages
- The recent acquisition of iiPay has accelerated Vistra's global payroll capabilities and technological scale:
  - Strengthened Vistra's payroll technology by integrating iiPay's Global Payroll Management System (GPMS) platform, designed to support large-scale operations, featuring advanced validation, comprehensive controls, and extensive automation
  - Increased its payroll workforce, augmenting operational and delivery expertise
  - Expanded regional presence, notably in the Americas, by leveraging iiPay's established shared service centers in Mexico and the US
- Vistra's platforms offer strong integration with leading global HCM solutions, such as Workday (global payroll partner), as well as robust General Ledger (GL) integration capabilities
- The provider demonstrates high client satisfaction, consistently maintaining Net Promoter Scores (NPS) and customer ratings through its dedicated account management and proactive client engagement strategies

Vistra (page 2 of 2)

Everest Group global assessment – Major Contender and Star Performer | Everest Group EMEA assessment – Major Contender
Everest Group APAC assessment – Major Contender and Star Performer

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Limitations

- While Vistra's acquisitions have strengthened its technology platforms, full consolidation and unified platform functionality remain ongoing. Enterprises seeking immediate, fully integrated payroll solutions should verify platform maturity
- Enterprises with significant payroll needs in Africa should note that Vistra relies predominantly on an ICP model across this region. Direct payroll processing capability is limited
- Enterprises seeking financial wellness tools beyond offerings, such as EWA or financial coaching, may find Vistra's current capabilities limited, as many of these features are still in development
- Enterprises on the lookout for advanced technological capabilities, such as fraud and anomaly detection, AI-/ML-based analytics, and AI-based output validation, might find that Vistra's current offerings do not fully meet their needs, as these features are still on its roadmap

Zalaris (page 1 of 2)

Everest Group global assessment – Major Contender and Star Performer | Everest Group EMEA assessment – Major Contender and Star Performer | Everest Group APAC assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global	3/4	1/2	5/8	5/8	5/8	7/8	3/4	3/4	7/8	3/4
EMEA	3/4	5/8	5/8	5/8	7/8	7/8	5/8	3/4	7/8	3/4
APAC	1/2	5/8	5/8	5/8	5/8	3/4	1/2	3/4	7/8	3/4

Strengths

- Zalaris, a provider specializing in payroll, HR outsourcing, and strategic HR consulting, is positioned as Major Contender on the Everest Group Global, EMEA and APAC MCP PEAK Matrix® assessments 2025
- It maintains a strong global delivery presence with over 700+ payroll specialists across 17 countries. Its delivery model includes hubs in Poland, Latvia, and India to ensure a consistent quality of service
- Zalaris' proprietary, cloud-based PeopleHub platform, built on SAP technology, offers integrated payroll, HR management, time and attendance, travel and expense capabilities, and supports payroll processing in over 50+ countries
- The platform delivers numerous embedded automations, local compliance templates, and integrations with leading global HCM suites such as Workday, SAP, and Oracle
- Its Payroll Control Center (PCC) provides automated pre-payroll validations, real-time anomaly alerts, and detailed payroll audits, enabling more accurate and compliant payroll processing
- Zalaris's investment in next-generation tech, ranging from its AI-powered payroll helpdesk Zally to AI-driven travel and expense automation and embedded Power BI analytics, underscores a sustained commitment to continuous innovation
- Zalaris leverages structured transition methodologies and ensures seamless data and process continuity, especially in scenarios involving mergers, carve-outs, and digital HR transformations
- Zalaris effectively manages payroll complexities for alternate-worker types through its proprietary capabilities, including multi-currency payouts and automated rule-based payment scheduling, streamlining payroll operations for contractors

Zalaris (page 2 of 2)

Everest Group global assessment – Major Contender and Star Performer | Everest Group EMEA assessment – Major Contender and Star Performer | Everest Group APAC assessment – Major Contender

Measure of capability: Low High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										
EMEA										
APAC										

Limitations

- While Zalaris has a strong foothold across Europe, its payroll capabilities in North America, LATAM, and APAC are limited. While the provider has begun strategic expansions in these regions, its operational maturity and local presence currently depend on ICPs
- Although Zalaris has ambitious plans for fully automated, AI-driven payroll processes, many of these functionalities remain in pilot phases or early stages of deployment
- Enterprises outside sectors such as financial services and industrial manufacturing should evaluate Zalaris' sector-specific capabilities carefully
- While Zalaris provides EWA, it currently lacks broader financial wellness capabilities, such as financial coaching, budgeting tools, investment advice, or personalized financial planning services

Appendix

Glossary

Research calendar

Glossary of key terms used in this report

ACV	Annualized Contract Value is calculated by dividing the Total Contract Value (TCV) by the term of the contract
BPO	Business Process Outsourcing refers to the purchase of one or more processes or functions from a company in the business of providing such services at large or as a third-party provider
Buyer	The company/entity that purchases outsourcing services from a provider of such services
Contract term	The duration of the outsourcing contract. It drives the schedule over which the buyer or provider amortizes capitalized costs or the period over which Net Present Value (NPV) / Internal Rate of Return (IRR) is calculated
EoR	Employer of Record is a service provider that legally employs workers on behalf of another company
EWA	Earned Wage Access is a form of financial wellness service, allowing employees to access wages before payday
FAO	Finance and Accounting Outsourcing is the transfer of ownership of some, or all finance and accounting processes or functions to a provider. This could include administrative-, delivery-, or management-related processes or functions
FTEs	Full-Time Employees on the rolls of the company
GIC	Global In-house Centers are service delivery operations in low-cost geographies, which are owned and operated by the same company receiving the services (i.e., not third-party outsourcing)
HRO	Human Resources Outsourcing is the transfer of ownership of some, or all human resource processes or functions to a provider. This could include administrative-, delivery-, or management-related processes or functions
ICP	In-country Partner is a local payroll or compliance provider supporting global payroll vendors
ITO	Information Technology Outsourcing is the transfer of ownership of some, or all information technology processes or functions to a provider. This could include administrative-, delivery-, or management-related processes or functions
NLP	Natural Language Processing is an AI technology, enabling systems to understand and process human language
OCR	Optical Character Recognition is an AI technology for extracting text from scanned documents
SLAs	Service Level Agreements in the form of contractual commitments on service performance
TCV	Total Contract Value is the potential revenue associated with the contract and estimated at the commencement of the contract (e.g., sum total of revenue accrued to the provider from the contract over the entire contract term, usually measured in millions of dollars)

Research calendar

Human Resources

Published Current release Planned

Report title	Release date
Rewards & Recognition (R&R) Solutions PEAK Matrix® Assessment 2025	January 2025
Employer of Record (EoR) – State of the Market 2025	February 2025
Multi-Country Payroll (MCP) State of the Market 2025	March 2025
Multi-Process Human Resources Outsourcing (MPHRO) State of the Market 2025	March 2025
Strategic Payroll Evolution	March 2025
People Analytics Platforms PEAK Matrix® Assessment 2025	April 2025
Skills Intelligence Platforms PEAK Matrix® Assessment 2025	April 2025
Future-Proofing Your Workforce: Harnessing Skills and Work Intelligence	June 2025
Tech Provider Spotlight: Agentic AI in Human Resource Service Delivery	July 2025
Systems of Execution (SoE) in Workforce Planning and Skills Intelligence	August 2025
Systems of Execution in Talent Acquisition	August 2025
Tech Provider Spotlight: Decoding the Human Resources Service Delivery (HRSD) Ecosystem	August 2025
Multi-process Human Resources Outsourcing (MPHRO) PEAK Matrix® Assessment 2025	September 2025
Multi-country Payroll (MCP) Solutions PEAK Matrix® Assessment 2025	September 2025
People Analytics in the Age of AI: Ask Your Way to Better Decisions	Q3 2025
Digital Adoption Platforms (DAP) PEAK Matrix® Assessment 2025	Q3 2025
US Payroll PEAK Matrix® Assessment 2025	Q3 2025

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