

NEAT EVALUATION FOR GLOBALIZATION PARTNERS:

Global Employer of Record Services

Market Segments: Overall, Innovation in Technology & Tools,
Innovation in Services

Introduction

This is a custom report for Globalization Partners presenting the findings of the 2023 NEAT vendor evaluation for *Global Employer of Record (EOR) Services* in all three market segments: *Overall*, *Innovation in Technology & Tools*, and *Innovation in Services*. It contains the NEAT graphs of vendor performance, a summary vendor analysis of Globalization Partners for global EOR services, and the latest market analysis summary.

This NelsonHall Vendor Evaluation & Assessment Tool (NEAT) analyzes the performance of vendors offering global EOR services. The NEAT tool allows strategic sourcing managers to assess the capability of vendors across a range of criteria and business situations and identify the best performing vendors overall and those with specific capability in delivering innovation in both technology and services.

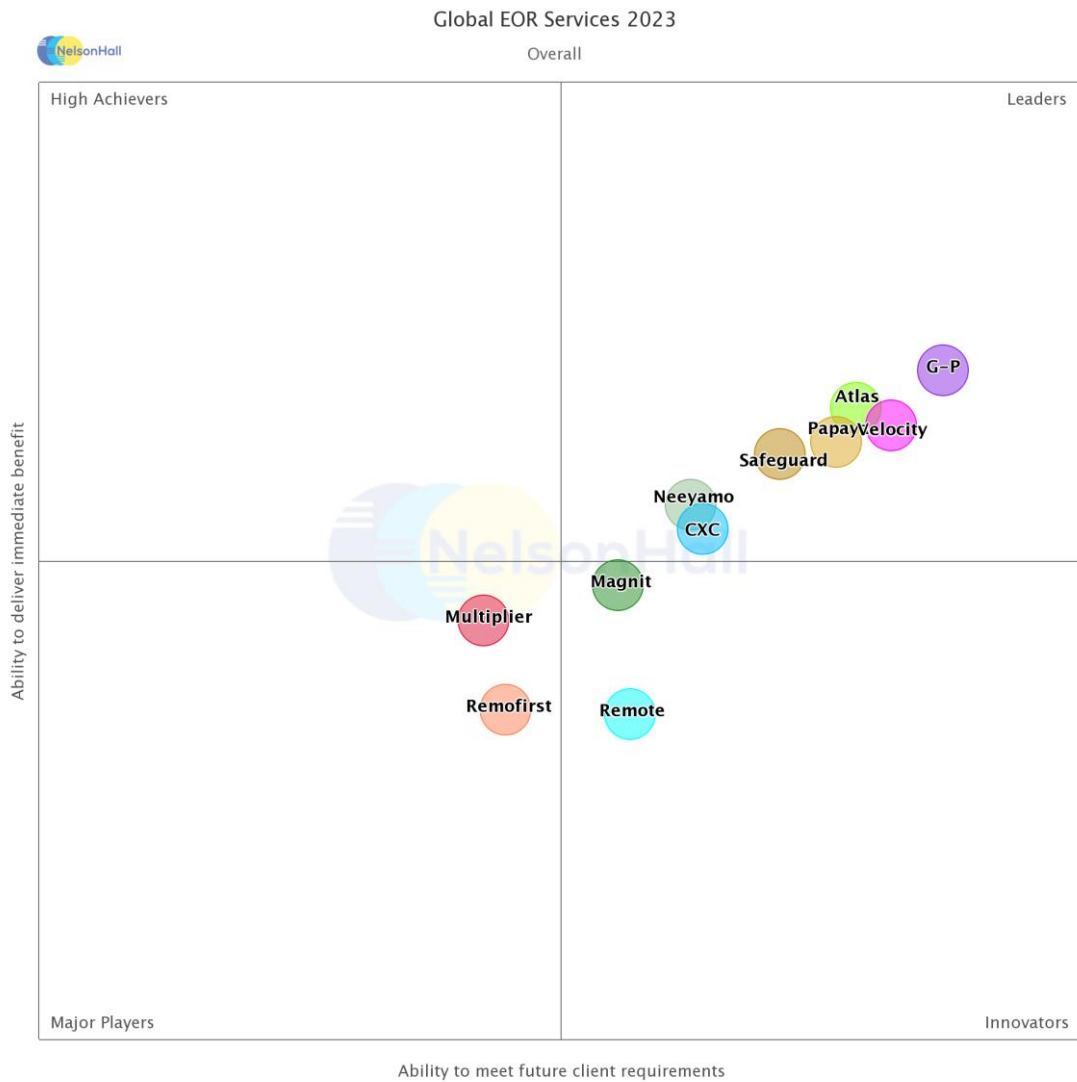
Evaluating vendors on both their ‘ability to deliver immediate benefit’ and their ‘ability to meet client future requirements’, vendors are identified in one of four categories: Leaders, High Achievers, Innovators, and Major Players.

Vendors evaluated for this NEAT are: Atlas, CXC Global, Globalization Partners, Magnit, Multiplier, Neeyamo, Papaya Global, Remofirst, Remote, Safeguard Global, and Velocity Global.

Further explanation of the NEAT methodology is included at the end of the report.



NEAT Evaluation: Global EOR Services (Overall)



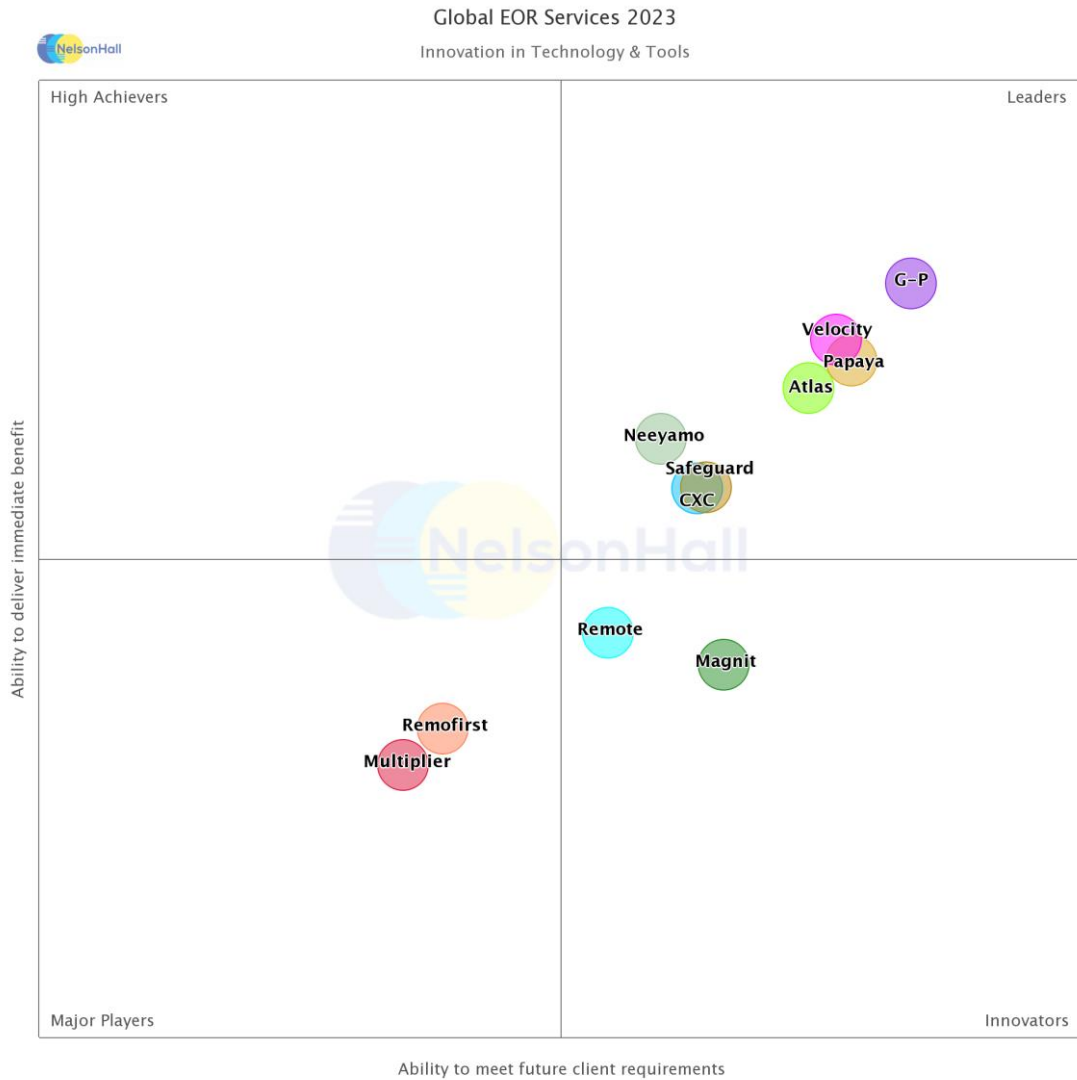
NelsonHall has identified Globalization Partners as a Leader in the *Overall* market segment, as shown in the NEAT graph. This market segment reflects Globalization Partners’ overall ability to meet future client requirements as well as delivering immediate benefits to its global EOR services clients.

Leaders are vendors that exhibit both a high capability relative to their peers to deliver immediate benefit and a high capability relative to their peers to meet future client requirements.

Buy-side organizations can access the *Global Employer of Record Services* NEAT tool (*Overall*) [here](#).



NEAT Evaluation: Global EOR Services (Innovation in Technology & Tools)

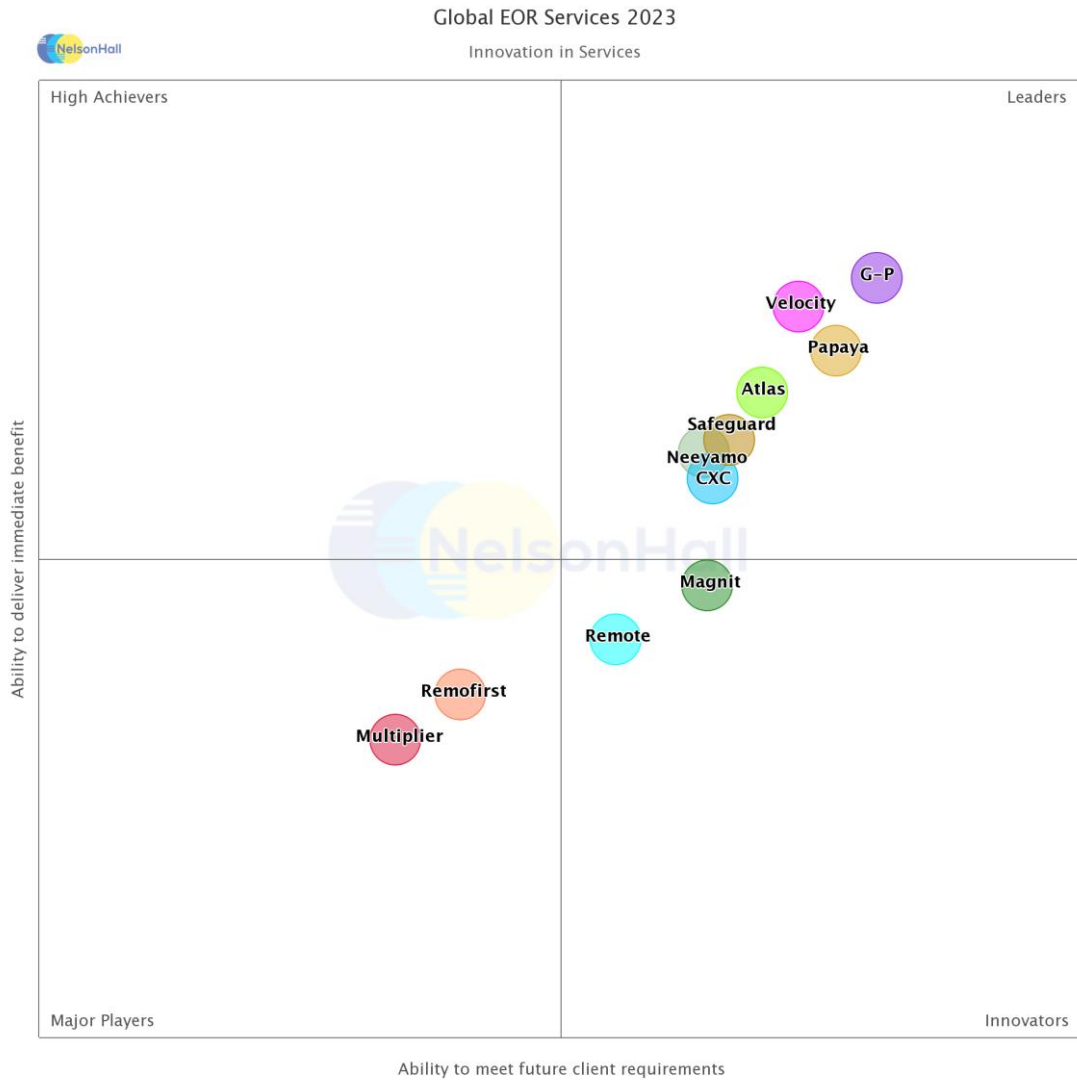


NelsonHall has identified Globalization Partners as a Leader in the *Innovation in Technology & Tools* market segment, as shown in the NEAT graph. This market segment reflects Globalization Partners’ ability to meet future client requirements as well as delivering immediate benefits to its global EOR services clients with specific capability in technology innovation.

Buy-side organizations can access the *Global Employer of Record Services* NEAT tool (*Innovation in Technology & Tools*) [here](#).



NEAT Evaluation: Global EOR Services (Innovation in Services)



NelsonHall has identified Globalization Partners as a Leader in the *Innovation in Services* market segment, as shown in the NEAT graph. This market segment reflects Globalization Partners’ ability to meet future client requirements as well as delivering immediate benefits to its global EOR services clients with specific capability in services innovation.

Buy-side organizations can access the *Global Employer of Record Services* NEAT tool (*Innovation in Services*) [here](#).



Vendor Analysis Summary for Globalization Partners

Overview

Globalization Partners (G-P) is a global growth technology and employer of record service provider headquartered in Boston, Massachusetts. The company offers a suite of employment solutions on its global growth platform, including recruiting, onboarding, tax, compliance, payroll, legal, and in-country advisory services. It provides a full-stack global growth platform for ~2,000 customers supporting ~187 countries, ~100 entities, and ~150 currencies.

The company was founded in 2012 by CEO and Executive Chair Nicole Sahin after identifying opportunities to support organizations seeking support in navigating the complexities of global expansion and staffing activities. G-P established its initial global legal infrastructure and engaged its first client in 2013. By 2015, the company had found legal entities on three continents and secured over 100 customers.

Since its inception, G-P has raised total equity funding of ~\$350m over two rounds. In February 2020, the company announced it had closed on a \$150m minority equity investment managed by Wincove Private Holdings and TDR Capital to support continued growth. Following this round of funding, the company valuation was ~\$600m. In January 2022, the company received a \$200m minority equity investment from Vista Credit Partners (VCP), valuing the company at \$4.2bn.

In April 2023, the company sunset its Global Employment Platform and launched G-P Meridian, a customizable SaaS-based global employment product suite to address the needs of companies of all sizes looking to build and manage international teams in the new world of work. Following the launch, G-P announced its vision for global growth technology, a new category within HR technology sparked by the demands and opportunities of the everywhere workforce.

G-P maintains a vendor ecosystem comprising ~400 partners, including strategic technology partnerships to enrich its technology stack and complement its solutions. In March 2023, G-P and Wise partnered to accelerate cross-border payments for contractors and freelancers. G-P announced its collaboration with workforce management solutions provider UKG in the same month.

The company is a founding member of the Global Employment Innovation Organization (GEIO). The group, announced in February 2023, focuses on promoting, maturing, and expanding the ecosystem for global employment service providers by bringing industry leaders together to help ensure a better employment services industry for all stakeholders. The group focuses on and supports the remote work revolution through industry-wide cooperation and best practices to ensure providers have a solid foundation for a prosperous future.

G-P positions itself as an HR technology provider supporting firms in all aspects of global growth, including compliant global expansion, payroll, and talent-sourcing services. The company's responsive technology and expertise enable companies to manage the entire employee lifecycle, mitigate risk and manage compliance, taxes, benefits, and payroll globally, regardless of entity status.

With more than a decade of experience in global expansion and employment, G-P helps companies achieve their growth ambitions. G-P's global growth platform provides the foundation for its SaaS-based G-P Meridian Suite of global employment products and services. It allows clients to design a custom tech-enabled workforce solution that aligns with their business needs. G-P backs its technology with in-region HR, legal, compliance, and finance experts supporting customers 24/7.



Financials

G-P is a privately held organization and does not publicly report its revenues. NelsonHall estimates for the calendar year ending December 31, 2022, the company's total revenues attributable to its global employer of record services were ~\$300m, reflecting a ~75% YOY growth rate.

NelsonHall estimates G-P's 2022 employer of record revenue by region, based on client location, as follows:

- North America/LATAM: 75%
- EMEA: 20%
- APAC: 5%.

Strengths

- Financial stability as a HR technology and EOR services provider since 2012. Equity funding awards totaling \$350m secure continued technology advancements and international expansion initiatives
- G-P's 2023 launch of the G-P Meridian Suite and the global growth technology category confirms its continued commitment to technology-focused R&D and client-focused service models. Customer feedback, market research, and lessons learned as the product matures shape the data-driven platform and technology roadmap. The suite delivers compliant global workforce management, further supporting current clients and attracting prospective buyers
- Global infrastructure comprises a SOC 2-certified full technology stack and in-house HR, tax, and legal resources to support consistent service quality, minimized reliance on third-party ICPs, and data security
- G-P's client-centric operations and depth of in-country HR and legal experts provide crucial guidance and knowledge to clients implementing global growth and employment strategies
- Robust strategic partner roadmap comprises ~400 companies to meet current and anticipated future technology, client, worker, and strategic growth initiatives
- G-P leadership engagement and strategic guidance in the recently formed GEIO promote industry-wide cooperation, sharing of best practices, and establishing standards.

Challenges

- As the global EOR market continues to mature, experienced providers like G-P face increased competition from less established market entrants, resulting in increased marketing and business development investment to promote its local, tax, legal, and HR compliance expertise, in-country presence, and a complete product and service portfolio
- As the EOR market becomes increasingly commoditized, it yields more significant price point pressures for EOR vendors. In response, G-P assesses its pricing and service models to meet client needs and continually integrates technology to achieve greater process efficiencies and meet client requirements



- Increased interest in EOR services requires G-P to educate the market and prospects about the value its products and services can deliver.

Strategic Direction

G-P centers its strategy on four core beliefs:

- In the long term, market growth will continue, with an abundant opportunity within the global workforce market
- There is a clear unmet need for expanded HR outsourcing for the global workforce
- G-P offers a unique value proposition enabling the company to maintain a market premium offering
- The company can develop the technology platform needed to scale efficiently, sustaining its competitiveness.

Future of work trends, including continued global economic uncertainty, the cross-industry skills shortage, and current talent trends such as the great resignation, impending retirement horizons, and the ever-evolving job market, support G-P's five-year growth strategy.

G-P's vision and roadmap drive innovation by investing in internally built technology and strategic partnerships. The company is focusing on expanding and strengthening the G-P Meridian Suite with new modules including, but not limited to, G-P Meridian IQ, G-P Meridian Advisor, G-P Meridian Marketplace, and G-P Meridian eLibrary that will support the future of business and work through:

- Frictionless global expansion
- Rich insights and expertise
- Full employee lifecycle management.

This shift in approach introduces a new HR technology category, global growth technology, that builds upon G-P's expertise in delivering EOR services and enables the company to become a strategic partner and trusted advisor to customers navigating global expansion.

NelsonHall estimates that G-P invests ~30%-40% of its global EOR revenues for enabling technology and innovation development to enrich its G-P Meridian Suite and product line expansion initiatives. Planned enhancements to G-P's solutions in the coming 12-18 months include enabling AI and automating workflows across solutions, G-P Meridian Suite product modules, and enhanced FinTech capabilities.

Specific roadmap initiatives include the following:

- G-P Meridian Pay helps companies, employees, and contractors manage global payments efficiently, quickly, and transparently in the currency of their choice. The technology manages payroll, contractor invoices, time and expense reimbursements, equity transactions, bonuses, commissions, and more with the confidence of full compliance with local regulations. Employees and contractors will benefit from G-P Meridian Pay features, including a digital wallet, virtual credit card, and immediate access to earned wages
- G-P Meridian Entity aids companies in the set-up and management of their overseas entities. The guided approach helps businesses decide if setting up an entity is correct by providing details about requirements, documents, timeframe, and costs. Once the client decides they want to create an entity, the software enables customers to complete and



submit registration documentation and manage their entities on an ongoing basis from HR, legal, and tax perspectives

- G-P Meridian Mobility provides companies with a single integrated platform to view their employees' work location, how long they can remain in that location, and built-in expertise to assist with local labor laws, visa processes, and background checks to help manage employees on the go. G-P Meridian will also approve or reject employee requests based on local country laws and regulations and give access to experts, including legal, tax, and immigration regulations in-country.

Outlook

In 2022, G-P experienced continued growth, heightened by its rebranding and launch of enriched technology and service models, as evidenced by its ~70% YOY growth. Future of work trends, including the global talent shortage, the formalization of work-from-anywhere policies, and continued economic uncertainty support G-P's growth strategy. The organization will enable its continued global expansion through organic and partnership-enabled growth strategies.

G-P will continue targeting emerging multinational firms seeking support for compliant, technology-enabled global workforce expansion for direct, contingent, and gig economy workers. The company's G-P Meridian Suite provides complete employee lifecycle support, including recruitment, workforce management, compliance, payroll, mobility, and entity management. The platform's robust technology roadmap enriches its EOR, G-P Meridian Contractor, G-P Meridian Recruit, fintech, and broader G-P Meridian Suite products over the next 18 months. Defined enhancements support the entire employee lifecycle to improve worker and client experiences.

The company will focus on local market presence, supporting consistent client and worker experiences. G-P seeks to deepen its client base in key markets, including Asia Pacific/Japan, EMEA, and North America/Latin America. The company's robust and evolving go-to-market strategy aligns with regional needs and trends. Its industry segmentation varies by region and critical industries, and primary targets will continue to comprise technology and financial services companies, currently representing ~55% of its client portfolio.

G-P maintains a robust partner ecosystem to meet current and anticipated future technology, client, worker, and strategic growth initiatives. The company groups its partners into four categories: channel partners, integrations, product expansion, and strategic partnerships. It will continue strengthening its technology partner network in the next 18-24 months to enhance G-P Meridian Suite functionality.

The company is a founding Global Employment Innovation Organization (GEIO) member. The group, announced in February 2023, focuses on promoting, maturing, and expanding the ecosystem for global employment service providers by bringing industry leaders together to help ensure a better employment services industry for all stakeholders. The group focuses on and supports the remote work revolution through industry-wide cooperation and best practices to ensure providers have a solid foundation for a prosperous future.

G-P's recent rebranding, the launch of the G-P Meridian Suite, and the introduction of the global growth tech category enable broader engagement with existing clients and trigger conversations with prospective buyers. Its refreshed service and pricing models align with market needs to drive deeper recurring revenues and longer-term revenue retention amongst its clients. NelsonHall expects G-P to achieve revenue growth for its employer of record service offering of >25% for 2023.



Global Employer of Record Services Market Summary

Overview

Economic instability will likely prevail until 2025. Factors spurring instability include geopolitical conflicts, inflationary and recessionary concerns, and the tight labor market. These influences continue generating business uncertainty, requiring organizations and vendors to secure the required workers and specialized skills from countries where they may not have an established presence. These factors drive the demand for EOR services as organizations gain a broader understanding of the benefits of this model.

Multinational firms of all sizes will remain the primary target for EOR services, with the largest concentration of adopters, 83%, operating in the small to mid-market segment (<15k employees). SMB adoption is attributable to smaller start-up organizations within emerging sectors and a lack of in-house expertise (i.e., HR, legal, accounting) dedicated to global expansion strategies.

Buyers indicate that timely access to required subject matter expertise and relevant international HR and payroll experience are primary selection factors when choosing an EOR vendor.

Critical social issues such as employee health; safety; well-being; flexible working; and diversity, equity, inclusion, and belonging (DEIB) are transforming HR and organizational culture. Future of work and corporate social responsibility (CSR) influences have triggered broader service offerings from select EOR providers, including equity management plans (e.g., ESOP, ESPP, option plans), expanded care & benefits programs, and multi-currency/cryptocurrency payroll payments. Longer-term considerations, such as 3- to 5-year retirement horizons, will support sustained growth within the industry as organizations scramble to fill critical talent and skill gaps.

Enabling technology across the global EOR services market continues to evolve rapidly. It is a critical differentiator between vendors, with many vendors repositioning from EOR/HR service providers to technology companies. Expense management, contractor pay, refining analytics, and UX enhancements are standard roadmap initiatives to deliver deeper talent insights and early organizational trends, particularly around skill gaps. Vendors will also enrich platforms with IP or via third-party technology, providing expanded HR capabilities, such as recruiting, strategic planning, and training. Intelligent assistants and the broader integration of generative AI solutions and LLMs will emerge in the next 18-24 months, empowering self-service requests.

The continued enrichment of modern global EOR solutions enables critical worker compliance, all-encompassing employee insights, and processes supporting the new era of work. While technology is a critical differentiator between vendors, with AI/GenAI, predictive/prescriptive analytics, and extreme personalization as top technology roadmap investments, vendors agree there is a delicate balance between the application of technology and human interaction.

Cloud extensibility enables organizations to design a 'best fit' HCM landscape by filling HR and EOR white spaces through dynamic API integrations. EOR vendors increasingly leverage technology partnerships to speed the time-to-market of tech stack and staff capabilities across functions, including AI, fintech, learning, workflow management, and time/expense management.

Buy-Side Dynamics

The continued globalization trend across sectors is pulling emerging firms into new geographies of operation. This is driving buyers to seek support in navigating and maintaining compliance with rapidly intensifying statutory HR and payroll regulations globally, particularly in countries where the firm lacks a presence and expertise.

In addition to in-country experts and legal staff, many EOR vendors have developed online country-specific compliance databases that immediately reference local HR, tax, cultural, and legal norms and regulations. These solutions enable employers to reduce or eliminate the costs, effort, and risks in navigating the complex process of establishing business entities and operations in foreign countries.

Global EOR services buyers also seek automated technology integrated with internal HRISs to improve the efficiency of manual tasks such as worker onboarding, payroll, and payment processing. Buyers also seek enhanced reporting capabilities through dashboards and analytics to provide greater cost transparency, trend analysis, and data insights. Vendor technology roadmaps emphasize the planned application of RPA, AI, machine learning, and additional HRIS and ATS integration projects in the next 12-18 months to increase compliance, minimize onboarding time, and enhance employer and worker satisfaction and experience. Adopting leading-edge technology and solutions enables HR to react with greater agility to support broader organizational strategic initiatives and business growth plans.

Buyers indicate that a critical selection factor in adopting EOR services is timely access to required subject matter experts and assigned resources to navigate in-country HR, legal, and accounting regulations. Additionally, buyers indicate that relevant in-country HR and payroll experience and process understanding are very important when selecting an EOR vendor. Buyers also state that statutory and supplemental benefits offerings and cultural alignment with the vendor's organization are also highly rated selection factors.

Market Size & Growth

The global EOR services market is estimated to be worth ~\$1,536m in 2022, with growth driven by the intensifying globalization trend and the continued impact of a competitive global labor market.

North American-headquartered businesses continue to lead other geographies in adopting global EOR services with ~49% of the market, with the North America and EMEA regions holding ~66% of the workers deployed under the service model. Growth in LATAM will continue steadily, with heightened engagement from foreign companies vs. those expanding from within the region.

EMEA and APAC are both expected to continue their dominance as the top locations for expansion by outside firms entering the region; adoption by firms based within these regions is also likely to escalate steadily with countries in focus including:

- EMEA: Continental Europe and South Africa
- APAC: Hong Kong, Indonesia, Japan, Taiwan
- LATAM: Argentina, Barbados, Brazil, Colombia, Panama.



Challenges & Success Factors

Several challenges in the global EOR market exist. As the global EOR market grows and matures, established providers face increased competition from new market entrants. The low barrier to market entry results in additional marketing and business development investment by vendors to educate the market and prospects about EOR services, the value delivered, and risks averted. Success comes from compliant in-country coverage and support, proper employee classification, assignment of qualified personnel, and international HR and payroll process understanding and experience.

The rapid intensification of statutory requirements creates difficulty for vendors to maintain compliance without in-country expertise and supporting platform functionality. While systems and processes will continue to improve as they mature over time, consistent communication and status updates from the EOR provider can alleviate employer and worker dissatisfaction.

The rapid transformation of HR technology requires vendors to define and promote an appropriate balance of human and technology interaction for workers and clients. Targeted country coverage and qualified team members assigned to deliver international EOR services are critical and highly-rated selection factors for buyers. In-house staff or subcontracted relationships with established in-country EOR vendors are alternative solutions to satisfy an immediate talent and skill gap. Buyers indicate that timely access to skilled in-country subject matter experts for ongoing HR and payroll compliance support is essential within an EOR engagement.

Outlook

Global EOR services continue flourishing as organizations respond to impacts generated by the constricted labor market, future of work, WFA, and SMBs requiring multi-country expansion to secure talent. The service model, by design, reduces costs, risks, and time to market entry, thereby enabling a competitive advantage for growing multinational firms seeking to expand their footprint or to access talent in new countries of operation. 81% of buyers interviewed indicate that global expansion is in their plans over the next two years, with payroll processing reliability and compliance as the primary benefits of an EOR engagement.

Vendors continue to expand their service portfolios in response to near-term global worker shortages and buyer preferences. Comprehensive HR service offerings spurred by these factors include complete employee lifecycle services, such as candidate search, recruitment, talent pipeline management, and strategic HR consulting. Corporate social responsibility (CSR) influences have triggered broader service offerings from select EOR providers, including equity management plans (e.g., ESOP, ESPP, option plans), expanded care & benefits programs, and multi-currency/cryptocurrency payroll payments. Rebranding efforts by a number of leading EOR vendors reflect a people-centric approach to EOR services and employee engagement.

Longer-term considerations, such as retirement horizon and succession planning, will support sustained growth within the industry as organizations scramble to fill critical talent and skill gaps and enable internal mobility opportunities.

Enhanced technology investment and third-party partnerships across the global EOR services market continue as providers shift focus and strategies from an HR service provider to an HR technology provider. This change is evident across multiple providers, who now promote technology-first operating models. Enabling technology is a critical differentiator between vendors, with machine learning, artificial intelligence, and data analytics becoming table stakes and generative AI, such as ChatGPT, enhancing client and worker experiences, leading a long list of product and service roadmap investments.



Long-term success in the global EOR services space will require vendors to offer technology-enabled EOR service models, innovative commercial terms, and complementary service additions to meet buyer preferences and maturity. Advanced technology, including the integration of generative AI and machine learning, will enable the creation of intelligent platforms that minimize risk, support compliance, and provide real-time worker guidance in the flow of work. While technology is a critical enabler, vendors must balance tech with immediate accessibility to human experts to extend value and sustain client satisfaction.



NEAT Methodology for Global Employer of Record Services

NelsonHall's (vendor) Evaluation & Assessment Tool (NEAT) is a method by which strategic sourcing managers can evaluate outsourcing vendors and is part of NelsonHall's *Speed-to-Source* initiative. The NEAT tool sits at the front-end of the vendor screening process and consists of a two-axis model: assessing vendors against their 'ability to deliver immediate benefit' to buy-side organizations and their 'ability to meet future client requirements'. The latter axis is a pragmatic assessment of the vendor's ability to take clients on an innovation journey over the lifetime of their next contract.

The 'ability to deliver immediate benefit' assessment is based on the criteria shown in Exhibit 1, typically reflecting the current maturity of the vendor's offerings, delivery capability, benefits achievement on behalf of clients, and customer presence.

The 'ability to meet future client requirements' assessment is based on the criteria shown in Exhibit 2, and provides a measure of the extent to which the supplier is well-positioned to support the customer journey over the life of a contract. This includes criteria such as the level of partnership established with clients, the mechanisms in place to drive innovation, the level of investment in the service, and the financial stability of the vendor.

The vendors covered in NelsonHall NEAT projects are typically the leaders in their fields. However, within this context, the categorization of vendors within NelsonHall NEAT projects is as follows:

- **Leaders:** vendors that exhibit both a high capability relative to their peers to deliver immediate benefit and a high capability relative to their peers to meet future client requirements
- **High Achievers:** vendors that exhibit a high capability relative to their peers to deliver immediate benefit but have scope to enhance their ability to meet future client requirements
- **Innovators:** vendors that exhibit a high capability relative to their peers to meet future client requirements but have scope to enhance their ability to deliver immediate benefit
- **Major Players:** other significant vendors for this service type.

The scoring of the vendors is based on a combination of analyst assessment, principally around measurements of the ability to deliver immediate benefit; and feedback from interviewing of vendor clients, principally in support of measurements of levels of partnership and ability to meet future client requirements.

Note that, to ensure maximum value to buy-side users (typically strategic sourcing managers), vendor participation in NelsonHall NEAT evaluations is free of charge and all key vendors are invited to participate at the outset of the project.



Exhibit 1

‘Ability to deliver immediate benefit’: Assessment criteria

Assessment Category	Assessment Criteria
Offerings	<ul style="list-style-type: none"> Consulting and advisory for international expansion Talent sourcing in support of expanded international operations Data administration and HR reporting for international workers Payroll and tax administration for international workers Benefits administration for international workers Expense management for international workers HR and payroll compliance for international workers and operations HR analytics and insights HR technology consulting or management Sponsoring work permits/visa processing Broader HR or other services
Delivery	<ul style="list-style-type: none"> North America Continental Europe Middle East/Africa APAC LATAM Overall performance Ability to reimagine services and processes Digitalization/Transformation Capability Multi-country payroll delivery scope and control Best Caliber Personnel (includes proactiveness) Strength of Partnership Flexibility of Approach Value for money Recommendation
Presence	<ul style="list-style-type: none"> EOR client size mix EOR Enterprise client percentage EOR Medium size client percentage EOR Small size client percentage North America EMEA APAC LATAM
Benefits Achieved	<ul style="list-style-type: none"> Improved speed-to-hire supporting international expansion Improved HR and payroll compliance for new international locations of operations Improved reliability (i.e., accuracy and timeliness) for international worker EOR/payroll processing

continued...



Access to consolidated HR and payroll analytics and reporting for countries of operation
Improved HR and payroll operating costs for new international locations
Ease of entering new international locations
Other benefits achieved
Overall level of benefit achievement

Exhibit 2

‘Ability to meet client future requirements’: Assessment criteria

Assessment Category	Assessment Criteria
Transformed EOR Services	<ul style="list-style-type: none"> Increased agility Increased flexibility Ability to scale Proactive team engagement Access to skilled in-country SMEs for ongoing HR and payroll compliance support Digitalization of multi-country HR and payroll processes through the cloud, mobile, ESS/MSS, integrations, etc. Leveraging intelligent talent platforms A digital marketplace of certified integrations (APIs) Data and analytics-driven insights for business decision making Continuously updated expertise/learning culture Mechanisms to deliver innovation
Level of Investment	<ul style="list-style-type: none"> Investments in EOR service offerings and scope Data-driven insights and analytics Technology enhancements Investments in broader consulting services Investments in process improvements Investments in broader HR services Investments in EOR service delivery footprint and execution (e.g., in-country resources, centers, tools, automation) Investments in multi-country compliance Investments in multi-country HR/payroll reporting Investments in developing digital HR and payroll enablers Mechanisms/Roadmap in Place to Evolve Appropriate Tech/Tools Strategy Integrations (APIs) to connect 3rd party solutions Future Holistic Talent Journey (Buy, Borrow, Build, Bot)
Market Momentum	EOR market momentum



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Sales Inquiries

NelsonHall will be pleased to discuss how we can bring benefit to your organization. You can contact us via the following relationship manager:

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