



GP

Global Made Possible

Global Employment Platform Evaluation Checklist



Your Global Hiring Blueprint: How to Assess a Global Employment Platform

1. Do they use their own entities?

G-P has its own entities in place around the world for you, thereby avoiding non-compliance with third party providers which can expose customers to varying levels of data privacy issues, and unreliable customer support.

2. Do they have a technology platform?

Our Global Employment Platform™ allows you to manage employee data, payroll, PTO tracking, expenses, employment contracts, and more. This is the only platform that integrates payroll for secure data transfer (instead of email) and is at the heart of our compliance and data privacy process.

3. Do they have supplemental benefit group plans?

We use our buying power to offer supplemental group plans in all the top markets, to help attract your ideal talent.

4. Do they have a Privacy Shield certification for HR data from the U.S. Department of Commerce?

G-P is Privacy Shield certified for both HR and Non-HR data. Check the government list here: <https://www.privacyshield.gov/list>.

Data breach penalties are punitive - make sure you work with a firm that takes this seriously.

5. Do they have hidden fees such as expense markup or admin fees hidden in the social charges?

We pride ourselves on transparency. We pass on the social charges at cost, and we list all the statutory employer costs so that there are no expensive surprises on the invoice once we are engaged. Note, in the few countries where we have an expense markup, these are clearly listed.

6. Is more than half of their in-house workforce dedicated to HR, legal, and customer support?

We have the largest in-house global expansion team, who apply their expertise from the simple to the complex – from managing parental leave to compliantly investigating and managing a bullying accusation. Above all, this team proactively reduces our customers' employment risk. Without this expertise, a labor law matter can spiral out of control and result in significant severance costs.

7. Do they have in-house HR specialists located around the world?

We have our own HR specialists located in regional hubs around the world to ensure a smooth engagement on the ground with your employees. In fact, we have a 100 percent employee onboarding satisfaction rating.

8. What is their payroll accuracy level?

G-P leads the industry with our seven-step process, allowing us to maintain payroll accuracy at 99.9 percent. Enjoy the peace of mind that comes with knowing your employees are paid correctly and on time.

Worldwide Entities

We have our own entities in place around the world for you.

- Our fully owned entities allow you to hire talent in 180 countries and counting – your company can onboard a new candidate in no time.
- With full end-to-end control, we don't have a fragmented approach like our competitors, who rely on third-party providers.
- We have global compliance on lockdown.
- You manage your company while we manage the risk.

In-House Expertise

We're in-country for you and your candidate.

- Our teams aren't virtual, they're real. We're on the ground, ready to help you and your in-country team members anytime.
- When you work with us, you work with the experts, not a third-party provider or middleman.
- We're three times the size of our nearest competitor, so we're able to solve problems in-house, answering all your global HR questions.

Technology

Our Global Employment Platform™ puts everything in one place.

- Manage international headcount without the international headache – from any device.
- Streamline international hiring, onboarding, and the entire HR administrative process with one dashboard, and no hidden fees.
- G-P was once again named a market leader by NelsonHall.
- Our industry - leading platform makes it easy for you to generate a locally compliant employment contract to hire anyone, anywhere, anytime.

Financial Technology Stability

We're financially stable so you can stand strong.

- G-P is trusted by the largest and fastest growing companies in the world to perform mission-critical operations including payroll, so our financial strength is critical to their operations.
- Rather than charging loss-leader rates, we charge based on percentage of payroll, which allows us to re-invest in R&D so that we can continue building the world's most robust compliance platform.
- We assess each client's creditworthiness carefully, and we collect assets up front against future liabilities we accrue on our customers' behalf. Doing so mitigates risk for our customers.
- G-P has a long track record of prudent cash management and is backed by Tier 1 investors.



About Us

G-P helps growing companies unlock their full potential by making it possible to build highly skilled global teams in days instead of months. Through our SaaS-based platform, we help find, hire, onboard, pay, and manage team members, quickly and compliantly, to expand growth opportunities for everyone, everywhere – without the hassle of setting up local subsidiaries or branch offices.

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