



Tech Focused FAQ for Globalization Partners

What is the Globalization Partners Global Employment Platform?

Our technology enables customers to easily overcome the barriers to building a global remote team. Customers can leverage our global employment platform to hire the best talent in the world and beat their competition. When companies use our self-service platform, they can hire global team members without having to navigate complex and constantly evolving foreign, legal, tax or HR issues.

How does the platform work?

- Our customers find the talent they want to hire in any country or any state where they aren't yet registered to do business. Within minutes, the customer can onboard their team members onto our local payroll and benefits system, which includes our locally compliant employment contracts.
- Our platform simplifies and automates entity access, payroll, time and expense management, benefits, data and reporting, performance management, employee status changes, locally compliant contract generation, and more.
- The vast majority of commonly asked questions our customers have can be addressed by AI-Powered Chatbot, giving them real-time access to information 24/7 -- leaving our global HR team free to address more nuanced questions anywhere in the world.

What are the benefits of the Globalization Partners Platform?

- Onboard new team members around the world in days: Expand business anywhere in 187+ countries.
- Set up new global hires for success: Seamlessly produce locally compliant employment contracts and invite new hires onto our platform. Get bite-sized compliance tips at the most opportune moment when contracting and onboarding your team members.
- Hire globally and pay locally with on-time, error-free payroll: Fund payroll any way you want: Venmo, cryptocurrency, bank transfer, and more in over 150 currencies. A customer can easily add bonuses, commission, and exceptions in just a few clicks.
- Measure the ROI of your global workforce: Manage workforce effectiveness and gain valuable insights into operations via self-serve reporting and interactive global dashboards.
- Competitive benefits to attract top talent: Our global footprint gives us the opportunity to negotiate competitive rates for the best in-country benefits. Offer team members local, competitive benefits that our global experts continuously update to meet country-specific regulations and norms. Easily administer benefit plans through our platform and provide a frictionless team member experience.
- Seamless time and expense management: Easily review and authorize global team members' time and expense requests. Centralized expense report details ease the finance team's workload.
- Expand to new countries without ever leaving our platform: Access timely guidance to learn more about the countries of interest, get a price quote, sign a contract, and launch your company in a new country – all in just a few clicks.



How is Globalization Partners' technology different?

- Risk management and compliance: Our platform is built on top of the industry's most robust global legal infrastructure. This infrastructure is a result of working with local tax, legal, and compliance experts in 187 countries for nearly a decade. This is ultimately what protects your business, and no other platform in the market comes close.
- Leverage our HR specialists, legal, and tax teams' country-specific expertise: Globalization Partners' self-service Global Employment Platform scales as a company grows, with bite-sized compliance tips that leverage our years of experience managing team members in over 180 countries globally. By merging our 10+ years of operational knowledge with our technology solutions, we're helping solve and automate all the same challenges organizations face when expanding globally today. What makes us different is that we have in-region HR, legal, and tax experts validating our technology solutions.
- Our own entities: You can't build a software platform on top of infrastructure you don't control. Because we directly manage our entity infrastructure, we can protect companies and team members against threats end-to-end where others cannot.

How does our platform fit into a company's tech stack?

Integration into our customers current systems and processes is only required if they want to expand their ability to integrate their own data more efficiently via reporting and integrations. Just like our HR Specialists, Legal, and Compliance teams are an extension of their teams, our global employment platform is an extension of the software and tech stack that they currently operate with today. We're actively developing a wide variety of integrations across HCM & ERP solutions so that we can create a seamless, extensible platform for our customers. This approach will make it easy for customers to connect their system to ours, automate business processes, and allows for flexibility and customization to share data across platforms.

About Globalization Partners.

Hire anyone, anywhere, quickly, and easily. Use our AI-driven, automated, fully compliant global employment platform powered by our in-house worldwide HR experts. Trust the named industry leader that consistently attains 98 percent customer satisfaction ratings. **Globalization Partners: Succeed Faster**



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