The #1 Workforce Management Platform

PC Magazine
Editor's Choice

★★★★★
Software Advice
4.9 Star Rating

★★★★★
G2 Crowd
4.9 Star Rating

★★★★★
Capterra
4.9 Star Rating

Rippling is the first all-in-one global workforce management platform connected to your HR, IT, and Finance so you can manage and automate all of your employees' key business systems—from payroll and benefits to computers and corporate cards—in one integrated, easy-to-use system

The Future of Workforce Management

Rippling's system of record for employee data powers automated workflows and task completion across your entire company.

Hugo Brooks
Software Engineer

Department	Work location	Phone number
Engineering	San Francisco	(123) 456-7890

Salary
$*******

Medical Insurance
Aetna PPO 500

Assigned Device
Macbook Pro 16"

Open Pull Requests
20

Open Jira Tickets
8

HR

✓ Human capital management

✓ Full-service payroll

✓ Benefits administration

✓ Applicant tracking

✓ Learning management

✓ Time and attendance

✓ Document management

✓ Pulse

IT

✓ Device management

✓ Inventory management

✓ App and Identity management

✓ Password management

+ *Mobile app and 400+ integrations*

FIN

✓ Corporate cards

✓ Expense management

✓ Bill pay

Create and customize any report imaginable

Measure headcount changes, track payroll by department, see device utilization, review corporate card spend, and more. Then share your live reports with any person or team in your company.
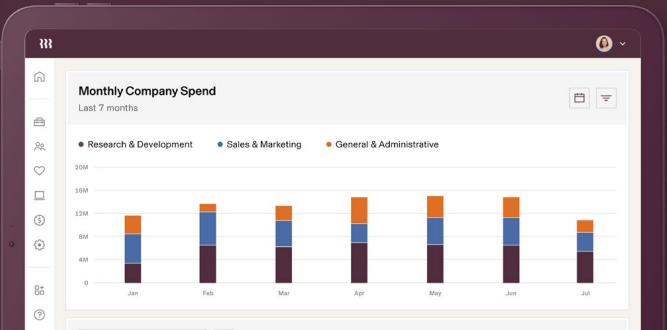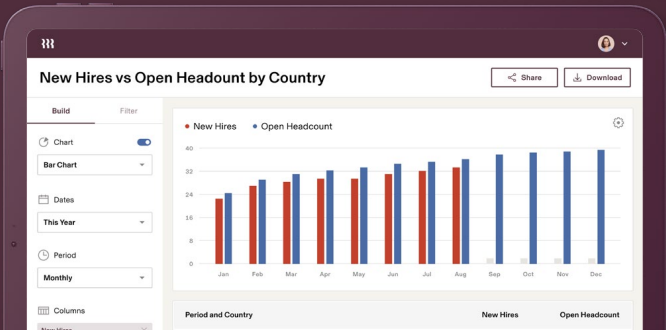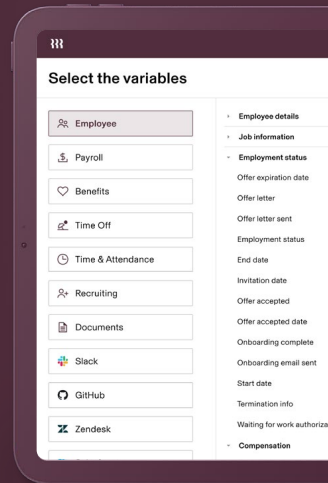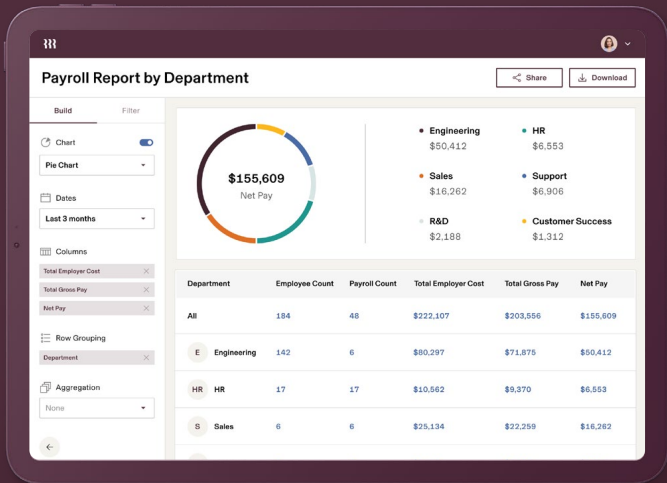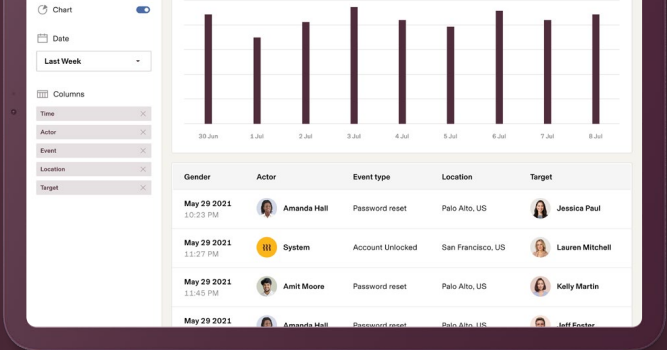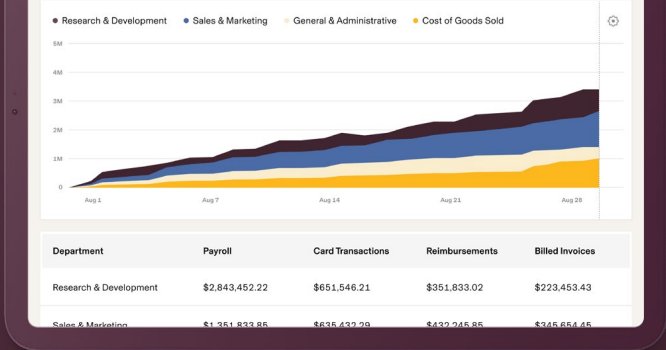
Only Rippling can automate the entire employee lifecycle

Lydia Bridges

Onboard

- $ Add to payroll
- ♡ Enroll in benefits
- 💻 Order & ship computer

Lydia Bridges

Promote

- $ Update salary
- 🔒 Update permissions
- 👤 Update job title

Lydia Bridges

Offboard

- 📄 Generate severance agreements
- ♡ Remove from company benefits
- 🔲 Disable apps
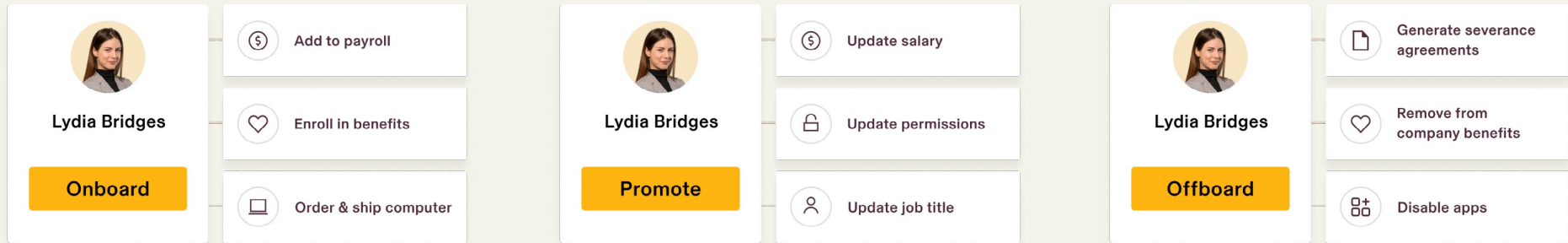
Onboard

- Send offer to e-sign
- Process I-9 verification
- Run background check
- Add to payroll and benefits
- Order computer
- Install software
- Create user account in 400+ apps, like Gmail, Office 365, Slack, GitHub, and Expensify
- Issue corporate card

Promote

- Seamlessly transition from a contractor to a W-2 Employee
- Promote from a Level 1 Associate to a Level 2 Manager
- Auto-update all compensation and benefits based on role
- Auto-provision the right apps and permissions based on new roles—like Slack #manager channel
- Auto-increase limit on corporate card

Offboard

- Send severance agreement
- Remove from payroll
- Remove from benefits
- Disable computer
- Disable all of their internal and external apps
- Assign tasks to internal team members like "give severance check in person"
- Revoke corporate card

HR

Manage your people operations all in one powerful, intuitive system. From payroll to benefits and employee engagement to time tracking, Rippling helps you automate away busy work. Finally, you can focus on the important stuff—your people.

Human capital management

The future of workforce management is modern, easy to use, and incredibly powerful. It automates away busy work.
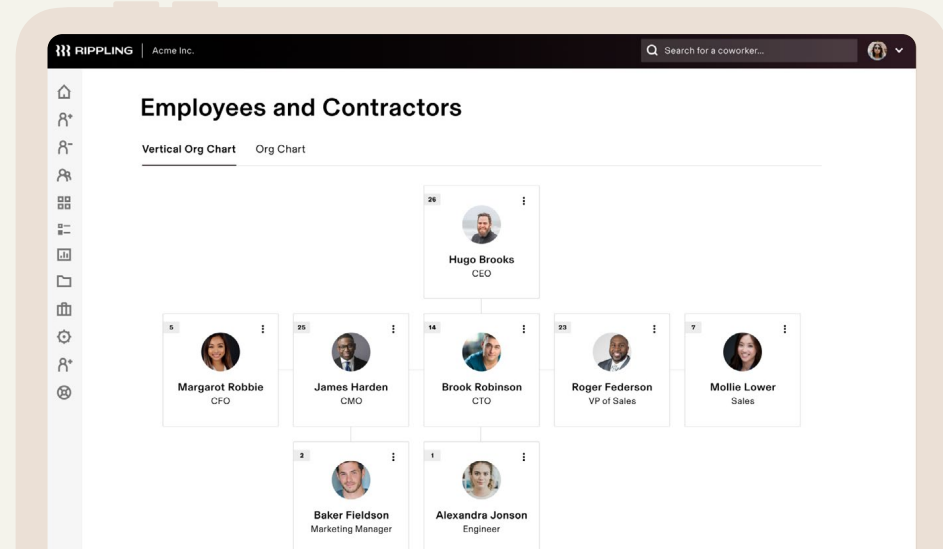
Employee database and org chart

A central, flexible system of record for all your employee data. Instantly find people and see where they fit in.

Team task management

Easily create and assign tasks like "take Jen out to lunch on Day 1"—across the organization. Track them in one dashboard.

PTO tracking

Create PTO policies by department, role, and location. Employees can request time off, and managers can approve it, in just one click.

Custom fields and data collection

Collect and store any employee information with custom fields. Use the data across Rippling to automate access to apps (Google Workspace, Salesforce, etc.), policy rules (PTO, overtime, benefits), and more.

Advanced approval workflows

Rippling can reflect your organization's approval processes with advanced approval chains for hiring, terminations, salary changes, and more.

Flexible permissions

Admin permissions give each user precise access levels— stating who can access and change which info.

Smart rules

Automate workflows with smart rules. Automatically provision new app accounts and policies when employees get promoted or change departments.
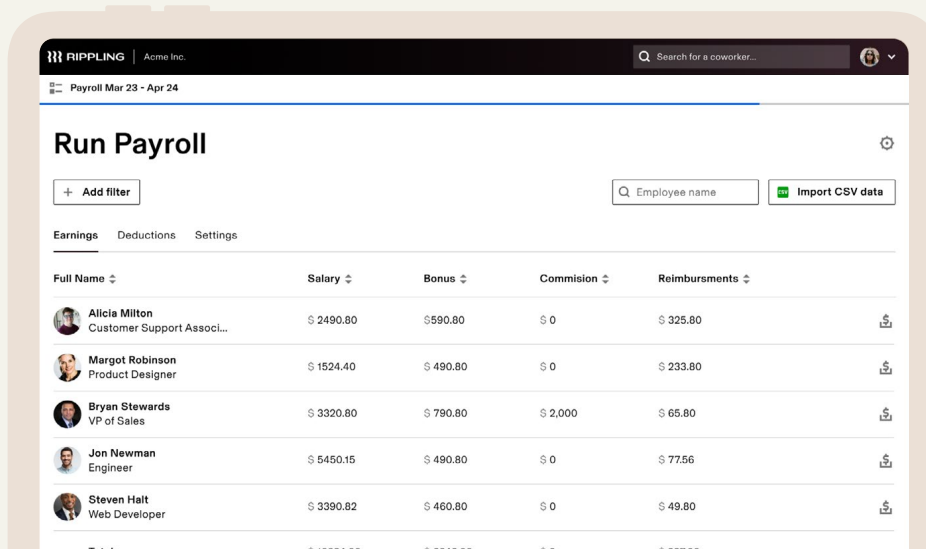
Automated notifications

Never worry about forgetting to run payroll, upcoming open enrollment deadlines, or when an I-9 verification is due again. Rippling is here to keep you on track.

Integrate with 400+ apps

Instead of entering and managing employee data in 400+ systems, you can enter data in Rippling once and see it updated everywhere.

Full-service global payroll

Rippling syncs all your business's HR data with payroll, so you never have to use a calculator or manually enter data, like hours and deductions.

Pay employees and contractors anywhere

Pay your people across the world in their local currency.

Run payroll in 90 seconds

With Rippling, you can run payroll within 90 seconds— or turn on auto-pay and never touch payroll again.

Automatic tax filing

We automatically calculate your payroll taxes and file them with the right federal, state, and local agencies at the right time, every time, without you having to lift a finger.

Payroll comparison

Compare pay run to pay run and easily see any changes across pay periods.

Job codes

Manage and track where your employees' time goes and the cost of that time—by location, client, task, job type, EIN, department, and more.

Automatic onboarding

We instantly add new hires to payroll, prorate their first checks, calculate and add their deductions, and more.

Automatic updates

Rippling updates itself if an employee gets a raise, takes time off, enrolls in benefits, or makes any other change.

Automatic compliance

We handle your new hire reporting, I-9s, W-4s, W-2s, and 1099s for you.

Accounting integrations

Rippling automatically keeps your payroll and general ledger up to date by syncing with your favorite accounting software, like QuickBooks and NetSuite.

Benefits administration

Easily manage your company's health insurance, FSA, HSA, life, disability, and commuter plans.
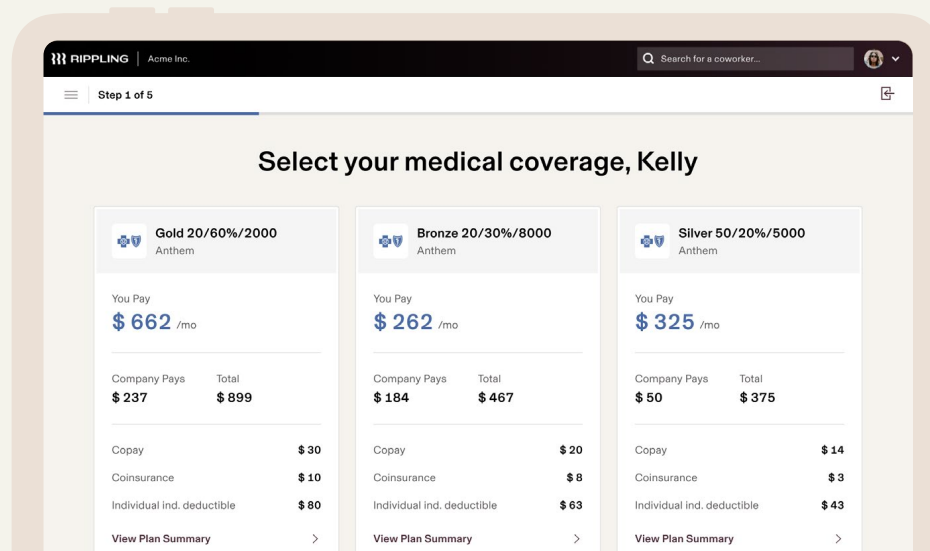
Quote and get new benefits in minutes

Medical, dental, vision, life, disability, and worksite benefits—you name it, we've got it.

Bring your own broker

Unlike other HR platforms, you have the choice to bring your own broker. Work with them in Rippling to easily pick and administer benefits company-wide.

Seamless open enrollment

Employees make annual elections in Rippling, and selections are transmitted electronically to your insurance company.

Automatic new hire enrollment

We automatically invite your new hires to enroll in benefits—100% online and paperless.

Integrated FSA, HSA, and commuter plans

Your employees need just one debit card for everything and can view all their transactions in Rippling. All of your employees' contributions sync with payroll automatically.

COBRA administration

Rippling sends required notices to terminated employees and collects their COBRA payments via ACH.

ACA and ERISA compliance

Rippling automatically handles your Affordable Care Act (ACA) and Employee Retirement Income Security Act (ERISA) compliance paperwork, so you can sleep easy at night.

Industry-best carrier fulfillment

We support EDI, API, and carrier-specific form generation for all major insurance carriers.

Applicant tracking

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

Post open roles in minutes

Post an open role within minutes with one-click job approval workflows.
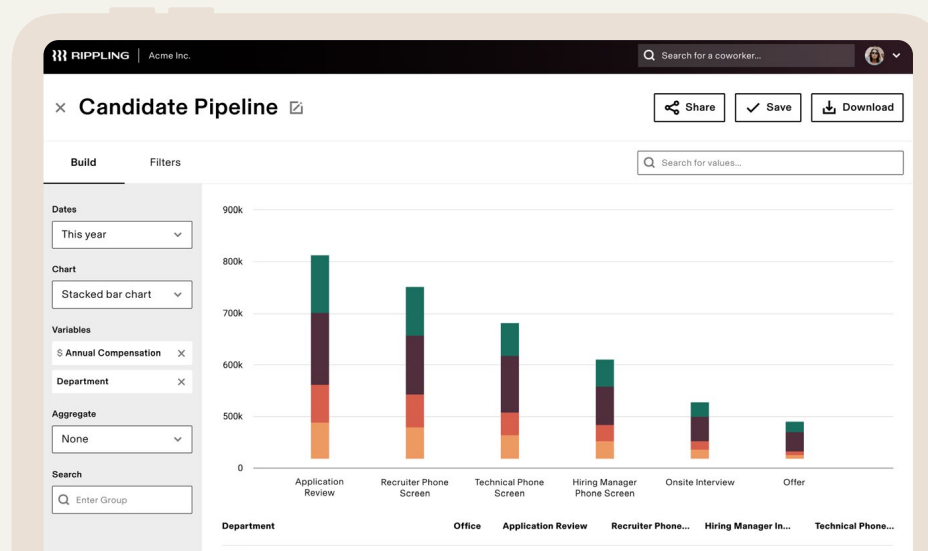
Source candidates from dozens of job boards

Quickly find the most qualified candidates for your team. Easily source from your own network and connect to all the most popular free and sponsored job boards.

Focus on the most qualified candidates

Easily add custom screening questions to your job application forms and set automated filters, like "Thanks but no thanks" messages, based on applicant responses.

Create custom tags to filter applicants

Automatically tag candidates by application status or create custom tags based on individual attributes, such as years of experience or start date.

Easy-to-use calendar integrations

Integrate Outlook, iCal, Google, and more to quickly view team availability and schedule each interview stage with ease.

Tailor candidate communication

Easily communicate with candidates throughout their hiring process by using our pre-written messages or customizable email and SMS templates.

Optimize your hiring with powerful reporting

Build sophisticated reports so you can continually improve your hiring process. Easily measure the time it takes to hire key roles or which pipeline source is giving you outsized returns.

Onboard new hires in 90 seconds

Once you've found someone great, Rippling helps make onboarding a breeze. Simply enter basic hiring info like salary and start date, then click "Hire." From there, Rippling will set up everything they need to be successful on day one, from a background check to buying and shipping their work computer.

Learning management

Launch any training program in minutes, stay compliant, and automate away busy work with Rippling Learning Management. We free up time for your team by automatically assigning courses to the right employee, tracking their progress, and sending automated reminders so you don't even have to think about it.

Safety training ✕

● Overdue	4
● Hasn't started	15
● In progress	16
● Complete	10

Lydia Bridges
Warehouse Associate

24th Mar
Due Date

84%
Progress
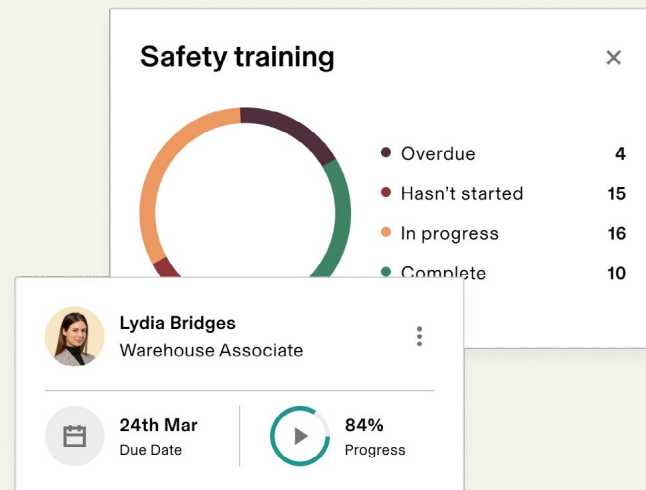
Assign courses at exactly the right time

Deliver training courses automatically, based on specific events like when an employee gets promoted to being a manager, or at specific times like once a year, so you are always in compliance with your state's labor laws.

Launch any training program in minutes

Jump-start your compliance training program with access to thousands of pre-built courses on topics like sexual harassment, unconscious bias, cybersecurity, and more.

All learning, zero management

Easily track progress and course completion in real time. See current enrollment status and progress across your entire organization for any particular course, with upcoming and overdue enrollments highlighted for easy, at-a-glance reporting.

Sexual harassment training, simplified

Rippling has preconfigured enrollment rules for sexual harassment training across all 50 states. With just one click, you'll be able to enroll all employees and managers in their state-mandated courses—and re-enroll them every year so you're always in compliance.

Make sure everyone hits their training deadlines—every time

Configure automated reminders via email or push notifications to ensure timely completion of courses.

Train employees the way they learn best

Our mobile and tablet friendly courses ensure your employees can learn on their own schedule in the office, at home, or on the go. Choose from a variety of different course formats and languages to cater to your diverse workforce.

HR

Time and attendance

Automate time tracking from check-in to paycheck, build custom policies to manage time your way, and create smart alerts to resolve issues before they happen.
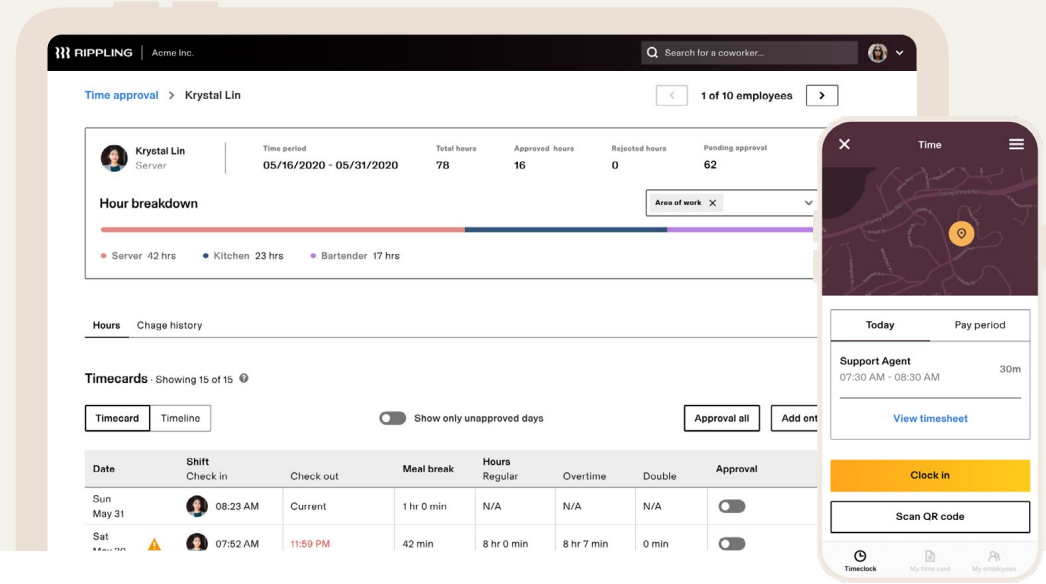
Time and attendance that runs on autopilot

Ditch your spreadsheets and CSV templates. When employees clock in, their approved hours seamlessly and accurately sync with your payroll and accounting systems.

Maintain full visibility and control

You're never in the dark with Rippling. Proactively set up alerts and approval chains for any situation imaginable to prevent any unwanted surprises.

Intelligently manage labor costs

Build custom reports and visuals to group labor hours and job costs in the format your team needs to inform future staffing decisions.

Powerful job codes

Track where your employees' time is going—and what it's costing you—by client, location, project, task, or any dimension you'd like.

Custom policies

Don't settle for "off-the-shelf" solutions. Configure custom pay types, job codes, or specific overtime policies the way your business needs.
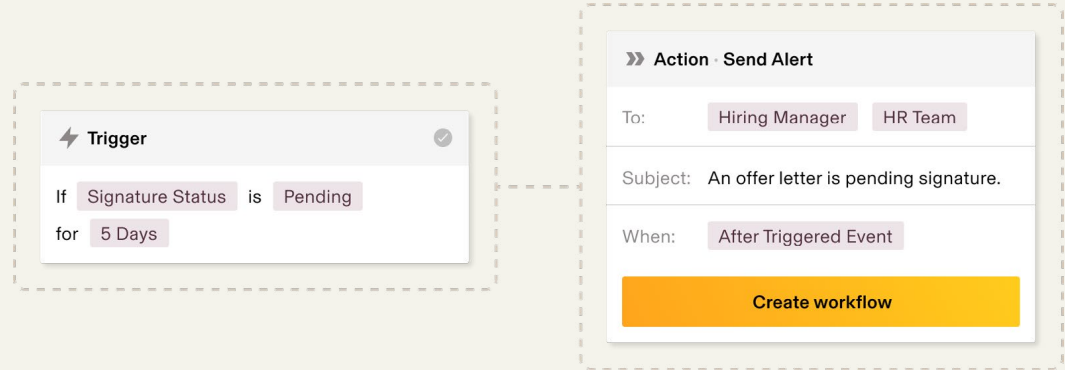
Automated compliance

Overtime, sick leave, meal break, and other national and local labor laws are built into the product, so you're never at risk of financial penalties.

A time clock you can't outsmart

Employees can easily clock in and out on our mobile app or a tablet kiosk. Attendance enforcement features like selfie check-ins help prevent buddy punching.

HR

Document management

Create, distribute, and govern all employee documents—offer letters, employee handbook, severance agreements, and more—all in one place.

⚡ **Trigger** ✓

If Signature Status is Pending for 5 Days

» **Action · Send Alert**

To: Hiring Manager HR Team

Subject: An offer letter is pending signature.

When: After Triggered Event

Create workflow

Create and customize documents in seconds

Start from scratch, choose a template, or upload existing PDFs to create HR documents. Customize with any custom variable, like radio buttons, checkboxes, free text boxes, and more.

Collect e-signatures on any HR document

Collect e-signatures from employees and one or more company signatories.

Set up document notifications

Automatically notify admins of document milestones—such as notifying a manager when a new hire e-signs and completes their onboarding paperwork.

Eliminate manually sending documents

Create rules that dictate which documents employees should receive and when. The right documents will be automatically pre-selected when hiring, transitioning, and terminating employees.

Store documents in a logical filing structure

Create a filing structure with folders in order to easily search, create, and edit documents.

Ensure your team is compliant

See how many employees have viewed and signed documents—such as PII agreements—and send bulk reminders to anyone with pending signatures.

Make audits a breeze with bulk download

Bulk download all the signed documents in seconds and send them to your auditor or add them to your diligence folder.

Quickly produce certificates of completion

Need to prove a document was signed? Easily access an audit trail for all documents with required data—like when a California employee received and signed their wage theft notice—and instantly create certificates.

Pulse

Automatically send any survey to the right employees, at the right time—from onboarding to exit surveys— and trigger follow-up actions based on responses. Then, analyze responses by department, level, location, and any other data in the Employee Graph, and answer the "why?" behind the data in seconds.
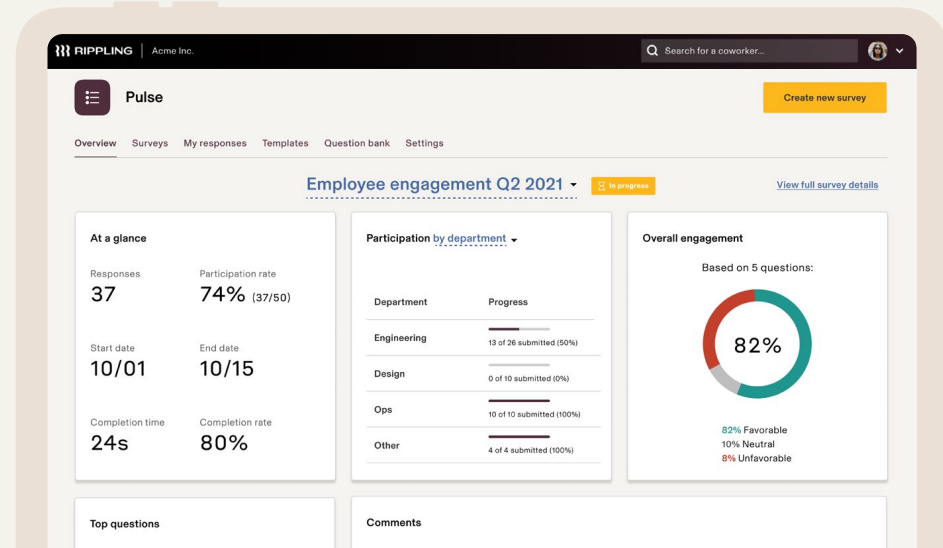
Automatically send any survey based on any employee data

With just a few clicks, you can automate any survey— like onboarding surveys sent 14 days after a new hire starts, or IT setup surveys sent to engineers when they receive a new device.

Send any survey with zero admin work

Survey the right employees in seconds without having to manually enter a single recipient. Just select the employee attributes you want to target—like engineers in the US—and click send.

Trigger follow-up actions based on survey responses

Automatically send notifications, schedule meetings, and even distribute additional surveys based on employee responses—and act quickly on feedback.

Safely allow managers to survey their people

Role-based permissions give exactly the right people— like managers and department heads—the power to create and send surveys, while limiting the scope of the data they can see.

Get started quickly with peer-reviewed templates

Customizable survey templates—like engagement, onboarding, and exit surveys—let you gather feedback quickly without starting from scratch. Or create your own custom surveys on any subject imaginable.
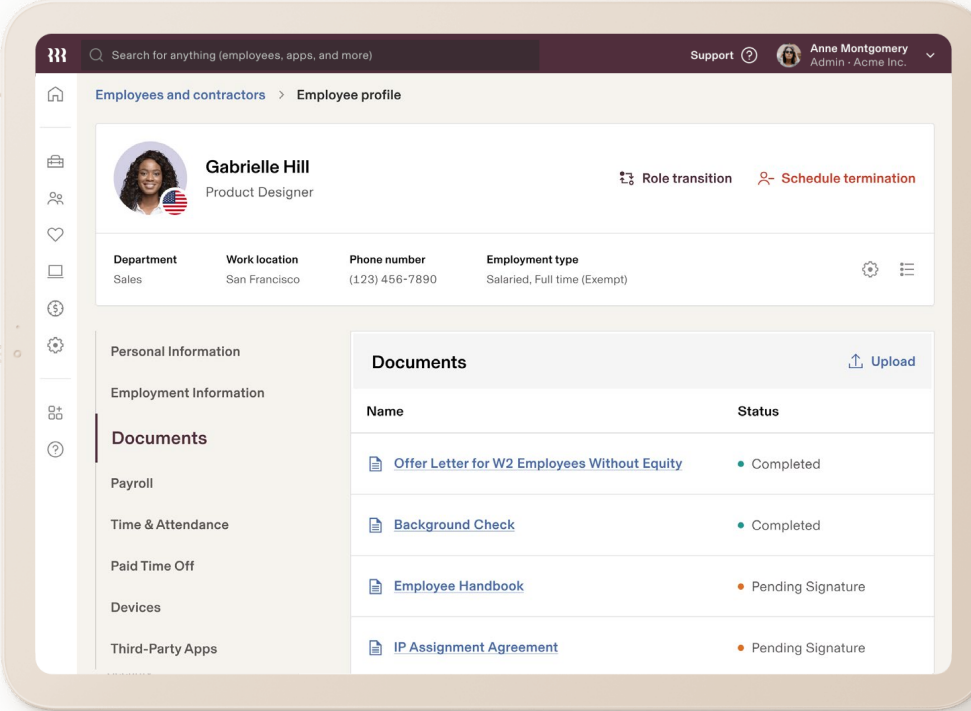
Uncover important trends with unified reporting

Cut survey data any way you want with up-to-date employee information available only in Rippling, like level, compensation, equity, and even third-party app data, and uncover meaningful trends.

All your HR.
One command center.

Onboarding

Employee Changes

Offboarding

Search for anything (employees, apps, and more)

Support | Anne Montgomery
Admin · Acme Inc.

Employees and contractors > Employee profile

Gabrielle Hill
Product Designer

↹ Role transition   Schedule termination

Department	Work location	Phone number	Employment type
Sales	San Francisco	(123) 456-7890	Salaried, Full time (Exempt)

Personal Information
Employment Information
Documents
Payroll
Time & Attendance
Paid Time Off
Devices
Third-Party Apps

Documents   ⬆ Upload

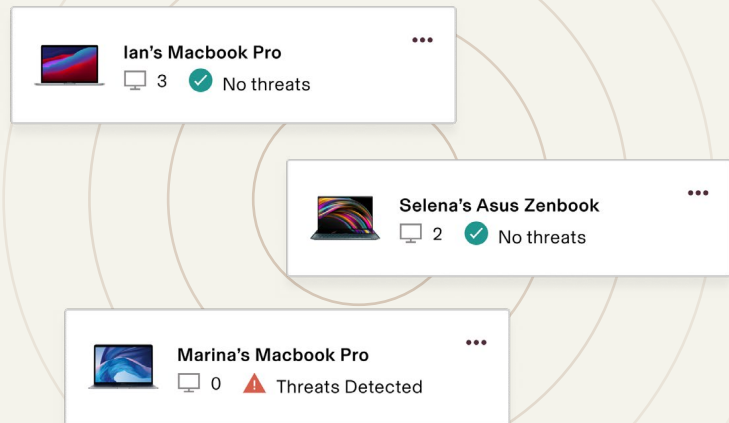| Name	Status
📄 Offer Letter for W2 Employees Without Equity	● Completed
📄 Background Check	● Completed
📄 Employee Handbook	● Pending Signature
📄 IP Assignment Agreement	● Pending Signature

Payroll

Benefits

Third-Party Apps

More

One integrated solution to securely manage identity, access, and devices. Rippling makes it easy to remotely configure, manage, and protect the computers and apps your employees use every day. Empower everyone to do their best work without any hassle.

Device management

Rippling is the only system that lets you order, configure, secure, and manage both Macs and PCs in one place.

Ian's Macbook Pro
🖥 3 ✓ No threats

Selena's Asus Zenbook
🖥 2 ✓ No threats

Marina's Macbook Pro
🖥 0 ⚠ Threats Detected

Build and buy devices

Order and ship Mac or PC computers, monitors, and more right to you—or your employee—fully configured and ready to go on day one.

View, monitor, and manage all your devices

No more spreadsheets. View and manage all your organization's devices in one place.

Custom device profiles

Create custom profiles to pre-configure settings for everything from WiFi, firewalls, and VPN to TouchID.

Compliance reporting

Run reports across your company's device inventory for computer level details, OS versions, security settings, and more.

Software updates

Keep your devices running smoothly and securely with automatic updates for your applications and operating systems.

Create and enforce strong security policies

Rippling protects your data through automatic hard drive encryption, strong password policy enforcement, and more.

Remotely wipe and reassign devices

Remotely wipe a terminated employee's computer and prepare it for your next hire.
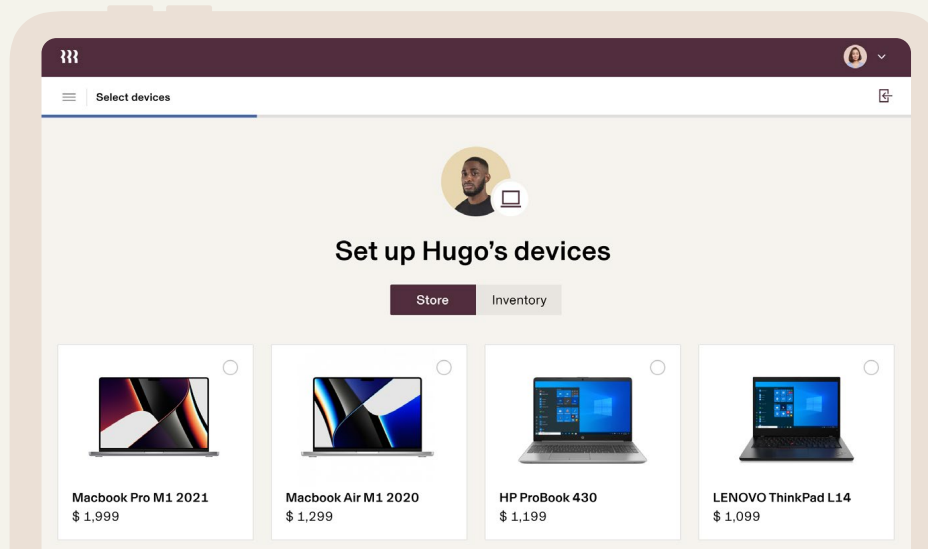
Automatic onboarding and offboarding

Automatically order and preconfigure hardware for new hires, or instantly disable computers for departing employees.

Configure devices and pre-install software

Provide each employee with the right software they need to be successful on their first day by role or department.

Inventory management

Automate device inventory management for your entire workforce with Rippling's Inventory Management. Easily retrieve, decommission, store, and reassign devices without physically interacting with the devices—no matter if your workforce is onsite, remote, or hybrid.

Set up Hugo's devices

Store | Inventory

Macbook Pro M1 2021	Macbook Air M1 2020	HP ProBook 430	LENOVO ThinkPad L14
$ 1,999	$ 1,299	$ 1,199	$ 1,099

Retrieve remote employees' devices—100% handsfree

When you offboard remote employees in Rippling, you can choose to have Rippling retrieve their devices for you. Simply select when and where you want their devices to be returned—your office or our secure offsite warehouse—and we'll automatically send them a return box with a prepaid shipping label. You can even track the status of their return right in Rippling.

Store your unused devices offsite in a secure warehouse

Tired of digging through messy IT closets? Rippling Inventory Management lets you store all of your unused devices offsite in a secure warehouse until you're ready to assign them to a new employee. That way, you can easily manage your company's entire inventory right from your Rippling dashboard, no matter where you are (or how big your IT closet is).

### Reassign and ship your unused devices to new employees

Need to assign a computer to a new hire? Or replace a current employee's computer? You can just log into Rippling and pick a device from your warehouse inventory, wipe it, configure it, and ship it directly to the employees' home or office address. All from the comfort of your Rippling dashboard.

Easily monitor and restock your offsite inventory

Rippling gives you full visibility into your fleet and makes it easy to answer questions like "Are all our devices accounted for? And will our new employees get their devices on their first day?" Every time you ship a device to the warehouse, we physically check it for damage and log it in Rippling, so you can see your whole inventory in one online dashboard—which devices are in stock, the condition of your devices, and more. You can even keep new devices stocked at the warehouse so that they're ready to ship.

IT

App and identity management

Rippling's cloud-based directory synchronizes data and automates access to apps across your entire workforce. Identity management that's secure, flexible, and easy to use.
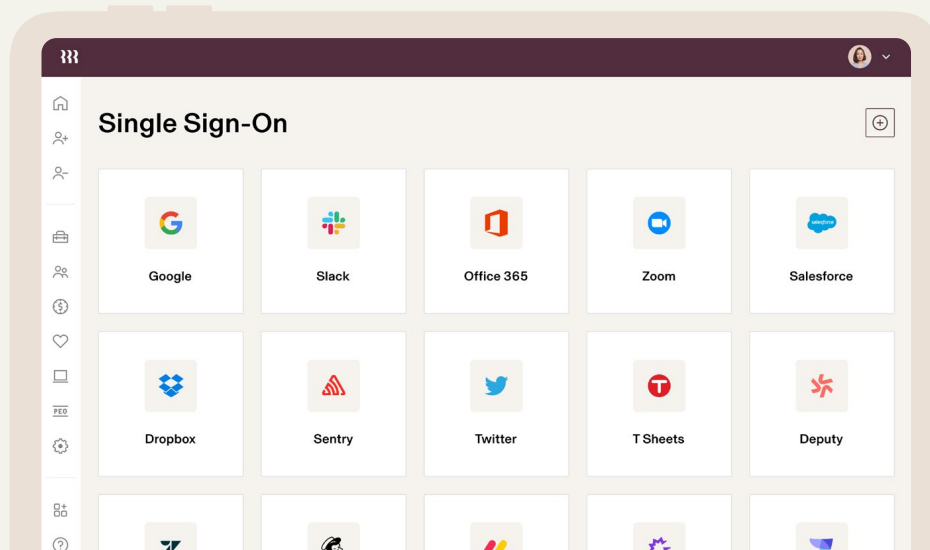
Create user accounts for new hires

When an employee joins, you can instantly create a user account in hundreds of apps like Gmail and Office 365.

Disable user accounts for ex-employees

When an employee leaves, Rippling automatically suspends access to all of their services and deactivates their passwords.

Manages groups, permissions, subscriptions, and more

Creating an employee's account is only half the battle. Rippling goes farther and will give your employees the right access in each system based on your policies.

Connect with 400+ third-party apps

Rippling can connect with everything from collaboration tools like Google Workspace and Office 365, to developer tools like AWS and GitHub.

Securely sign into all your apps in one click

Your employees can securely sign into hundreds of web apps in just one click, from any device—no username or password required.

Visibility and compliance

Every business has its own security controls, and Rippling is ready to help. Manage access across the company and monitor compliance with real-time reporting.

Two-factor authentication

Rippling adds an extra layer of security to your organization with support for Yubikey, DUO, and OTP.

Secure password management

For those applications that don't support SSO, Rippling provides a password manager that scales across the company. Easily share passwords by team, role, or department.
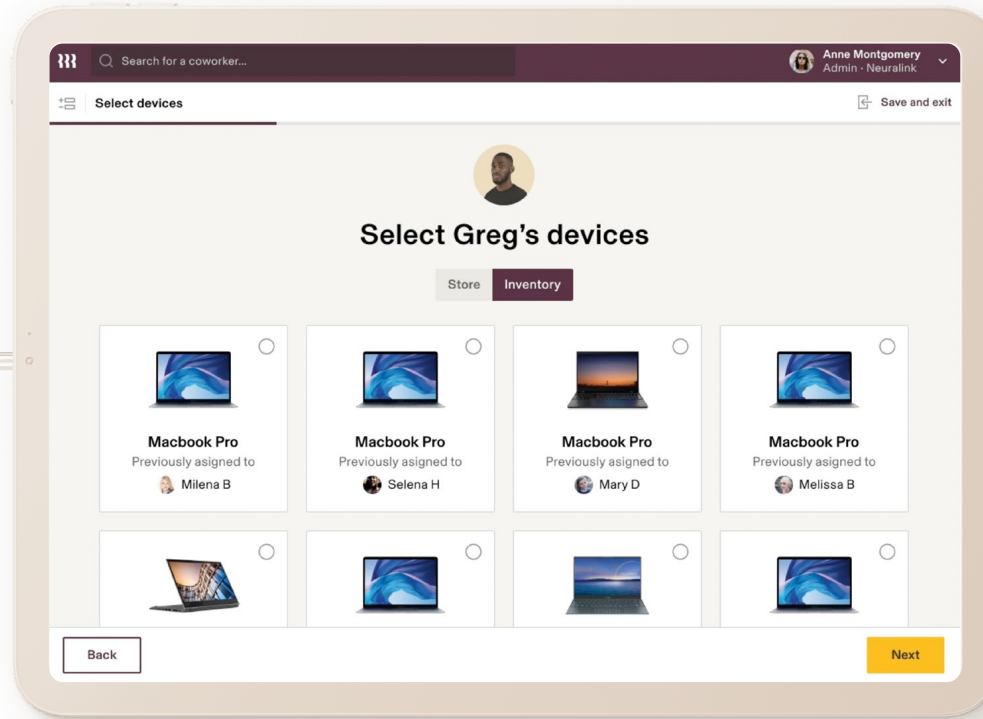
Application ecosystem

Rippling's App Shop provides customers with product reviews, detailed descriptions, and exclusive discounts for hundreds of web applications.

One IT platform
to rule them all

Onboarding

Employee Changes

Offboarding

Apps

Devices

Inventory

Unified Workforce

Issue corporate cards, manage expenses, reimburse employees, and pay your bills in one place. Rippling allows you to consolidate systems, gain more control over out-of-policy spend, and automate >95% of your busy work. Give your employees the freedom to buy what they need without worrying that they may overspend or waste money.

Corporate Cards

Rippling Corporate Cards can be issued automatically as employees onboard, updated with new policies when they are promoted, and revoked once they leave. Unlike other corporate card software, Rippling allows admins to create policies based on employees' location, role, level, merchant type, spend amount, and more.
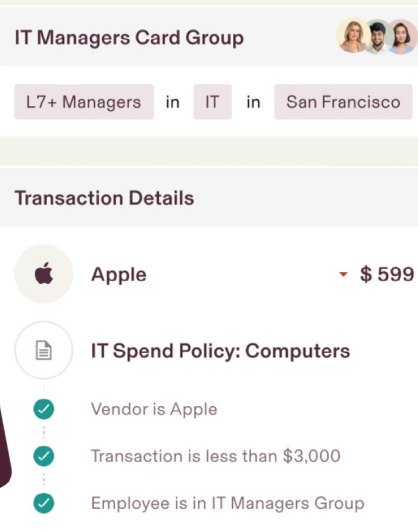
Enforce policies other systems can't

Because Rippling also stores your employee data, you can quickly create hundreds of granular policies that enforce card spend exactly the way you want.

Automate every step, from issuing to revoking

Rippling automates the entire cardholder lifecycle, from updating card policies when employees are promoted to reassigning cards after they leave, so your business never misses a beat.

Earn savings for every dollar spent across your company

Rippling offers point multipliers for each transaction based on the merchant category. With multipliers for specific merchant categories, 1 point is earned for every dollar spent in the US: 7x Rideshare and Taxis, 3x Restaurants, 2x Recurring Software, 2x Hotels and Airfare.

Branded for your business

Every employee card will be personalized with your company logo to increase the affinity and visibility of your brand.

Match receipts instantly

Employees can text a picture of their receipt after making a charge, making it easier to close the books for everyone.

Tap to pay with virtual cards

Rippling Corporate Cards are compatible with Google Pay and Apple Pay, allowing employees to make purchases using their mobile wallet.

Expense Management

Create expense policies based on any employee data in the company, such as organizational structure or employee level, and assign policies that automatically manage team spend. Rippling Expense Management syncs with Rippling Payroll, so admins can review approved expense requests and reimburse employees all in one place.
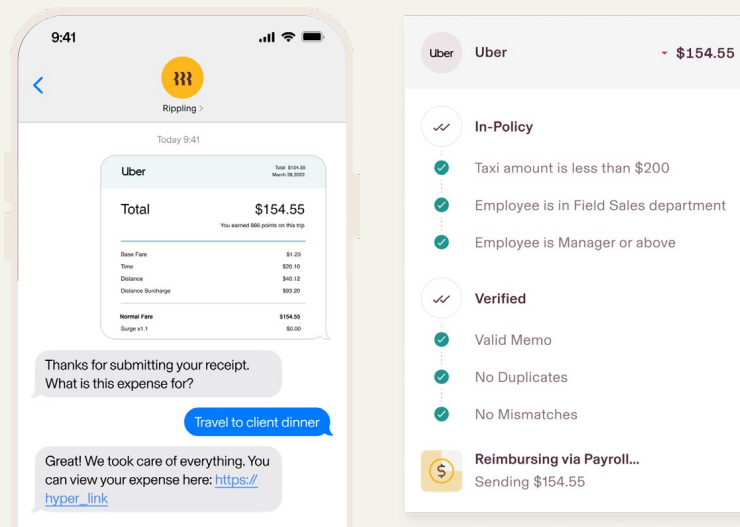
Reimburse people in 100+ countries

Rippling provides the quickest way to reimburse employees and contractors for business expenses, no matter where they are in the world.

Issue payments in any currency

When you reimburse employees with Rippling Payroll, you can pay them in their local currency while reviewing and reporting on the transaction in yours.

View reimbursement requests in Payroll

Only Rippling lets you drill down into reimbursement requests directly in pay runs. You can finally answer the question, "Why did this person spend $500?" without putting them on the spot and creating unnecessary tension.

Review receipts translated from any language

When an employee submits a receipt, Rippling can translate the line items and convert the currencies for the reviewer.

Send reminders automatically

Rippling automatically reminds employees to complete their expense requests with receipts and memos, saving you the time spent chasing down forgetful employees.

Catch receipt mismatches instantly

Mismatches between transactions and receipts entered by employees are flagged by Rippling, even when they are in different currencies.

Deduplicate expenses immediately

Rippling immediately detects duplicate expenses, alerts the submitter, and flags them for review if they continue to submit.

Bill Pay

Rippling Bill Pay streamlines your bill-paying process by automatically creating bills from invoices and routing them for approval. Other features include—duplicate invoice detection, scheduled payments, and amortizations. Rippling Bill Pay allows you to pay your bills with accuracy, manage your bills from a single location, and close your books faster.

Create bills in one click

Upload or forward invoices and Bill Pay will instantly capture all of the information included, sync it to your accounting integration, and flag any potential duplicates or mistakes.

Create detailed bill payment reports

Create reports to assist you in better tracking and managing your expenses. You can use them to stay on top of essential bills that need to be paid on time, view unpaid invoices sorted by due date, and forecast future outflows.

Route bill approvals automatically

Bills that require approvals can be automatically routed to the correct approvers based on their role in the company. Only Rippling enables you to create advanced approval automations based on employee data.

Pay vendors around the world coming soon

Paying international vendors in local currency allows for more efficient and cost-effective payments, and can help to avoid unfavorable exchange rates through a separate payment processor.

Amortize all of your bills

With Rippling, you can set up amortization terms for bills using an amortization schedule template. The payments sync to your accounting integration—Sage Intacct, Netsuite, Xero, or QuickBooks.

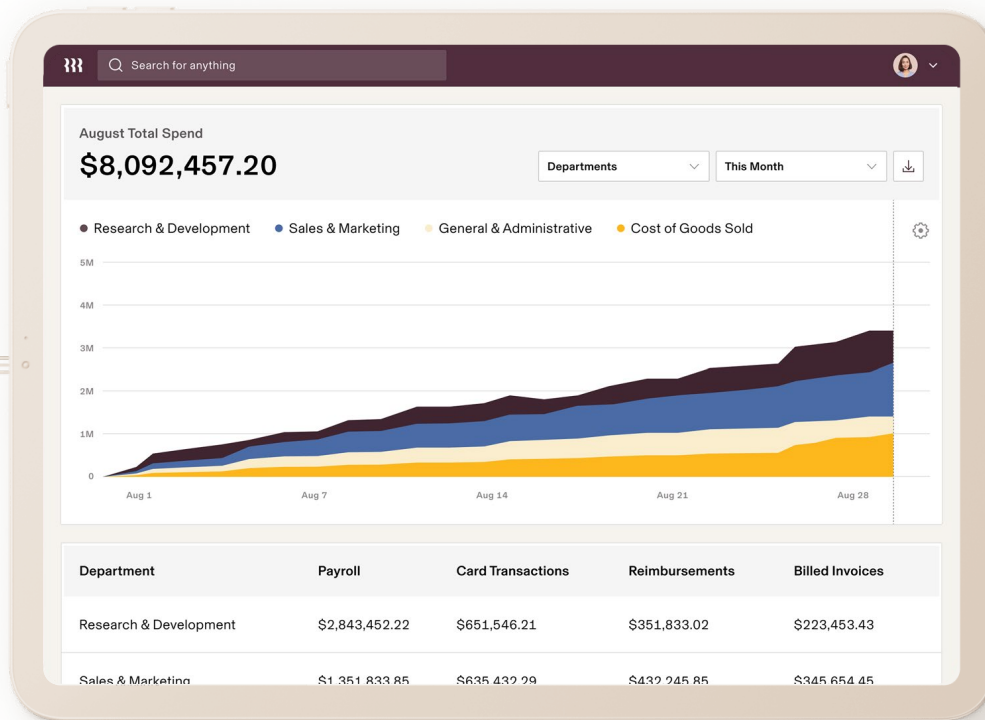### Collect up-to-date payment information from vendors

Bill Pay customers can provide their vendors with a portal on Rippling to send invoices, update their payment information, input their W-9 or W-8, and more.

All your spend
in one Finance system

Onboarding

Employee Changes

Offboarding

August Total Spend

$8,092,457.20

Departments | This Month

- Research & Development
- Sales & Marketing
- General & Administrative
- Cost of Goods Sold

5M
4M
3M
2M
1M
0

Aug 1 · Aug 7 · Aug 14 · Aug 21 · Aug 28

Department	Payroll	Card Transactions	Reimbursements	Billed Invoices
Research & Development	$2,843,452.22	$651,546.21	$351,833.02	$223,453.43
Sales & Marketing	$1,351,833.85	$635,432.29	$432,245.85	$345,654.45

Employee Expenses

Corporate Cards

Bill Payments

Payroll

Questions? Contact your Net at Work Account Executive
or info@netatwork.com.

Net(at)Work®