Everest Group®

Everest Group Contractor of Record (CoR) and Contingent Employer of Record (CEoR) Solutions PEAK Matrix® Assessment 2026

Focus on People2.0
October 2026

PEAK MATRIX®

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Introduction / Research background

As organizations increasingly rely on flexible, project-based, and contingent talent models, Contingent EoR and CoR solutions have become critical enablers of agile workforce strategies. Rising adoption of temporary workers, freelancers, and independent contractors, along with growing scrutiny around worker classification, tax, payroll, and employment compliance, has intensified demand for these services.

CEoR and CoR providers are playing a central role in helping staffing firms and enterprises compliantly engage, onboard, manage, and pay non-permanent workers across geographies. Providers are accelerating investments in digital platforms, AI-enabled classification workflows, compliance automation, global payments, self-service tools, analytics, and integrations with HR, VMS, ATS, and payroll systems.

The report explores the evolving CEoR and CoR provider landscape, highlighting market dynamics, innovation trends, and areas of competitive differentiation. Drawing on Everest Group's comprehensive PEAK Matrix® assessment, the report categorizes providers into Leaders, Major Contenders, and Aspirants, based on their market impact and vision and capability.

The full report includes the profiles of the following 28 leading global providers featured on the Contractor of Record (CoR) and Contingent Employer of Record (CEoR) Solutions PEAK Matrix® Assessment 2026:

- **Leaders:** CXC Global, Deel, Lifted, Magnit Global, MBO Partners, People2.0, Workwell, and YunoJuno
- **Major Contenders:** AllWork, BIPO, eTeam, GreenLight.ai, HireGenics, LanceSoft, Mercans, Papaya Global, Payoneer, RemoFirst, Remote, RemotePass, Remundo, Rivermate, TalentBurst Connect, and Worksuite
- **Aspirants:** Native Teams, RemotePeople, Resourgenix, and Suna Solutions

Scope of this report

Geography: global

Industry: all

Services: CoR and CEoR

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Scope of evaluation | market definition



EoR

We define Employer of Record (EoR) for permanent employees as a third-party provider that becomes the legal employer of an organization's workforce in a given country and assumes full responsibility for employment contracts, payroll processing, statutory benefits, tax withholdings, and compliance with local labor laws.

Focus of research



CoR and CEoR

We define Contractor of Record (CoR) and Contingent Employer of Record (CEoR) as a third-party provider that enables the compliant engagement, management, and payment of contractors on behalf of an organization/staffing provider, while mitigating worker misclassification risk, ensuring adherence to local regulations, and simplifying contractor lifecycle management across geographies.

Note: If the contractors are hired through a staffing provider (such as W2 workers in the US), we define it as Contingent EoR

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Scope of evaluation | CoR and CEoR value chain

[NOT EXHAUSTIVE]

Core services

Engagement intake	Worker classification	Contracting and compliance	Onboarding	Administration and invoicing	Contractor payments	Offboarding
Capture worker and engagement details, scope, rates, and client requirements	Assess worker status to mitigate legal and tax risks; apply worker risk indemnification to manage liability	Draft, execute, and manage compliant contracts aligned with local regulations	Complete documentation, eligibility checks, and system setup for work commencement	Manage timesheets, approvals, billing, and client invoicing processes	Manage accurate and timely payments, including taxes and statutory deductions where applicable	Execute structured exit processes, final payments, and record retention

Technology enablement and integration, analytics, and insights

Add-on services

Benefits and contractor experience	Talent sourcing and recruitment	Advisory and managed services
Offer insurance, perks, and engagement programs to enhance contractor value proposition	Support contractor identification, direct sourcing, screening, and placements	Deliver program governance, risk advisory, and ongoing workforce management support

Note:

- This study covers solutions for managing contingent workers, which includes – directly sourced workers, ICs/freelancers, SoW workers, and staff augmentation / temp workers, not on enterprise payroll
- A provider qualifies only if it includes worker classification, compliance support, and contractor management platform capabilities
- Agent of Record (AoR), contractor management, and independent contractor management solutions are included within CoR when they meet these criteria

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CEoR and CoR solutions PEAK Matrix® characteristics

Leaders

CXC Global, Deel, Lifted, Magnit Global, MBO Partners, People2.0, Workwell and YunoJuno

- Leaders demonstrate scaled capabilities across both CEoR and CoR, supporting temporary employees deployed through staffing firms as well as independent contractors and freelancers
- Leaders combine worker classification, compliance, contracting, onboarding, payroll and payments, and ongoing workforce administration with strong enterprise delivery capabilities
- Leaders are ahead in technology and broader workforce capabilities, with greater automation across classification and compliance, advanced analytics and AI use cases, extensive integrations, and adjacent capabilities such as talent sourcing and advisory support

Major Contenders

AllWork, BIPO, eTeam, GreenLight.ai, HireGenics, LanceSoft, Mercans, Papaya Global, Payoneer, RemoFirst, Remote, RemotePass, Remundo, Rivermate, TalentBurst Connect, Worksuite

- Major Contenders have established CEoR and CoR capabilities covering core processes such as worker classification, compliance, contracting, onboarding, payroll and payments, and worker support
- Major Contenders through specialization in industries, geographies, staffing channels, or freelancer and independent contractor populations
- Capability depth remains relatively uneven across the group, with providers typically having gaps in areas such as breadth across CEoR and CoR, geographic or client diversification, classification automation, advanced analytics and AI, talent sourcing, benefits, integrations, or broader advisory and contingent workforce services

Aspirants

Native Teams, RemotePeople, Resourgenix, Suna Solutions

- Aspirants demonstrate credible capabilities in selected parts of the CEoR and CoR value chain, particularly contractor engagement, payments, compliance, global employment, or staffing support, but have comparatively lower market adoption specifically across the combined CEoR and CoR market
- Their propositions are often anchored in adjacent strengths such as global employment, contractor payments, or staffing services, while depth across the full CEoR and CoR life cycle, particularly supporting all the worker types remain less established than Leaders and Major Contenders

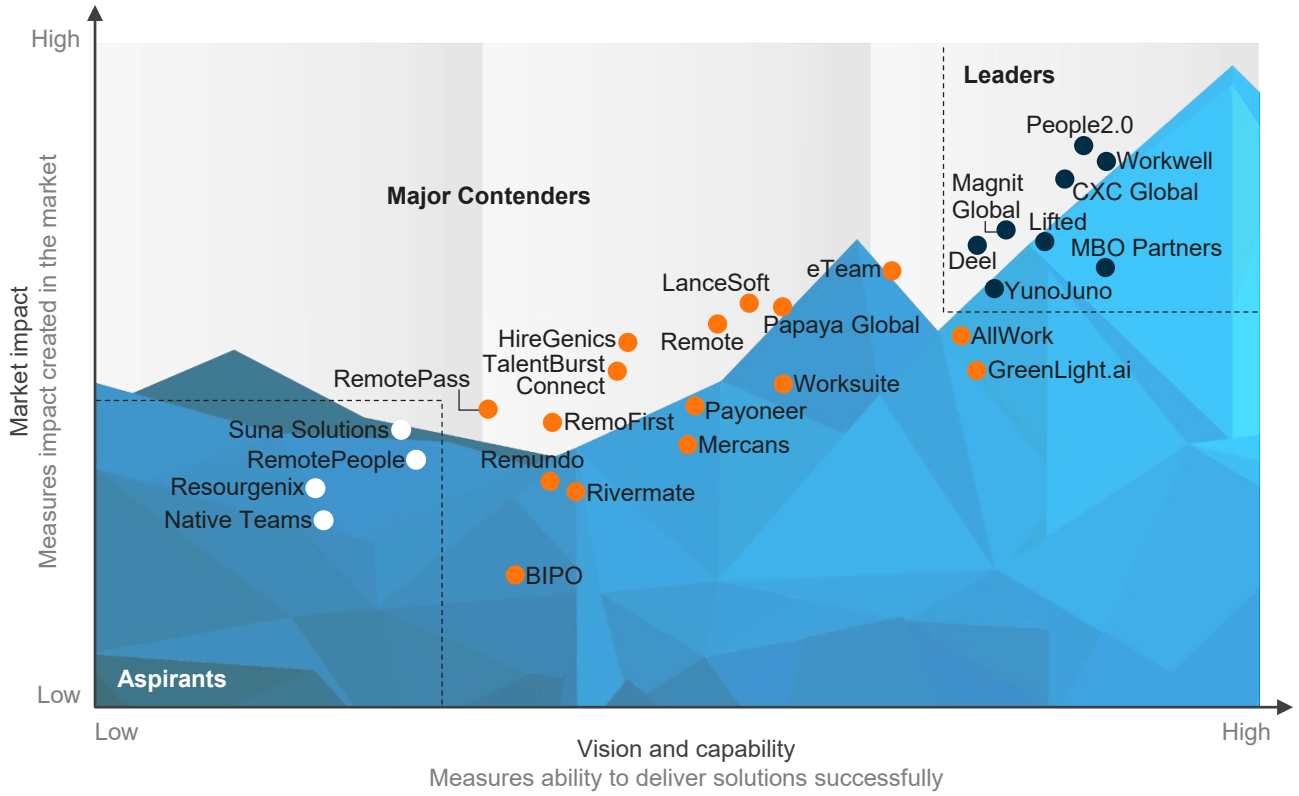
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Everest Group PEAK Matrix®

CoR and CEoR Solutions PEAK Matrix® Assessment 2026 | People2.0 is positioned as a Leader

Everest Group CoR and CEoR Solutions PEAK Matrix® Assessment 2026[1]

- Leaders
- Major Contenders
- Aspirants



1 Assessment for CXC Global, Native Teams, People2.0, and Resourgenix excludes provider inputs and is based on Everest Group's proprietary Transaction Intelligence (TI) database and provider public disclosures, and Everest Group's interactions with buyers
Source: Everest Group (2026)

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People2.0 (page 1 of 2)

Everest Group 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
									

Strengths

- People2.0 offers comprehensive CoR and CEoR solutions across 130+ countries. It provides classification, onboarding, contracting, payroll and payments, benefits, expenses, and offboarding, enabling clients to manage both independent contractors and contingent employees through one provider
- People2.0's proprietary iConnect technology offers robust worker classification with jurisdiction-specific compliance expertise and ongoing oversight, helping clients assess, document, and monitor contractor engagements while mitigating misclassification risk
- It provides strong indemnification support and insurance coverage for CoR engagements, giving clients an additional layer of protection if contractor classification is challenged
- People2.0 manages integrated payroll processing, tax withholding, benefits administration, invoicing, expenses, and payments for contingent employees across multiple jurisdictions, enabling clients to centralize payroll and compliance with one provider
- People2.0 provides comprehensive reporting across workforce metrics, payroll data, and compliance status, alongside insights into workforce trends, costs, and operational efficiency, giving clients greater visibility into their contingent workforce programs
- It has built a broad workforce technology ecosystem through integrations with platforms such as SimplifyVMS, NextCrew, JobDiva, and StaffingOS, helping clients embed its compliance and payroll infrastructure within existing VMS and staffing workflows
- People2.0 extends its core workforce offering with migration services spanning sponsorship support in Australia and talent acquisition across select APAC markets, helping clients access and compliantly deploy overseas talent
- People2.0 extends its CoR and CEoR offering through partnerships with Curately.ai and StaffingOS, adding AI-enabled talent acquisition and mobile-first staffing workflows to its global compliance and payroll infrastructure

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Everest Group assessment – Leader

Measure of capability: Low High

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Limitations

- People2.0's technology proposition remains less mature than digital-first peers, with limited platform-led differentiation and a greater reliance on service delivery and operational expertise to support complex CoR/CEoR programs
- Its platform provides the core technology required to administer CoR/CEoR programs, but lacks the depth of a unified, end-to-end technology layer across worker onboarding, classification, contracting, compliance, payments, and ongoing contractor management
- People2.0 has limited differentiation in AI and advanced analytics. Current technology is primarily oriented toward workflow execution, compliance, and program administration, while capabilities such as AI-led risk identification, intelligent recommendations, predictive insights, and workforce optimization remain relatively nascent
- The broader contractor management proposition is still developing beyond core CoR administration, with relatively limited technology differentiation in areas such as talent pools, redeployment, skills visibility, workforce planning, and contractor engagement

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Market trends

CoR and CEoR adoption is rising as enterprises seek compliant, flexible, and globally scalable non-permanent workforce models

Market size and growth

- CoR and CEoR market is one of the fastest growing markets in the talent solutions space, with over 30% growth in 2025
- Demand for these solutions is rapidly increasing as enterprises expand their use of temporary employees, freelancers, and independent contractors to improve workforce agility and access specialized talent
- Rising scrutiny around worker classification, co-employment, tax, payroll, and labor compliance is pushing buyers toward specialized CoR and CEoR providers
- The market remains fragmented, with providers differentiating through compliance depth, technology, staffing ecosystem linkages, and global payment capabilities

Key drivers for growth of CoR and CEoR market

Flexible workforce adoption	Growing reliance on contingent, project-based, and independent talent is increasing demand for compliant engagement and management models.
Classification and compliance pressure	Evolving labor laws and stricter enforcement are driving demand for structured classification, indemnification, contracting, and audit support.
Global hiring and payments	Enterprises need providers that can onboard, pay, and support workers across countries without creating additional entity or payroll complexity.
Platform-led workforce management	Buyers increasingly expect digital onboarding, automated workflows, integrations, analytics, and self-service support across the worker life cycle.

Opportunities and challenges

Expansion across CoR and CEoR models	Providers have an opportunity to support broader worker types, including independent contractors and staffing firm employees deployed to end-customers.
AI-led compliance and decisioning	Classification automation, document intelligence, compliance alerts, and conversational support are emerging as key areas of differentiation.
Talent sourcing adjacencies	Buyers are increasingly valuing providers that can combine compliance-led engagement with talent sourcing, direct sourcing, and workforce advisory.
Delivery consistency across geographies	Maintaining consistent compliance, payroll, benefits, support, and worker experience across regions remains a key challenge for providers.

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Provider landscape analysis

Market share analysis of providers[1]

2025; percentage of overall CEoR and CoR market (per spend under management)



1 Providers are listed alphabetically within each range

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Key buyer considerations

Buyers are placing greater emphasis on demonstrable risk transfer, operating depth, and service consistency

Key sourcing criteria

High

Priority

Low



Compliance and risk mitigation

Buyers are prioritizing providers with robust employment and worker-classification controls, local regulatory expertise, auditable processes, and clearly defined contractual accountability.

Operating model and coverage depth

Buyers are looking beyond headline country counts to examine direct-entity coverage, partner dependencies, jurisdiction-specific expertise, and support for different worker categories.

Service delivery and governance

Demand is increasing for dedicated account management, measurable service levels, payroll accuracy, rapid issue resolution, and consistent worker support across locations.

Technology and integrations

Buyers increasingly expect integration with VMS, ATS, HRIS, and other enterprise platforms, alongside workflow automation, consolidated reporting, data security, and compliance visibility.

Commercial flexibility and scalability

Buyers are seeking transparent pricing, flexible contractual arrangements, support for fluctuating workforce volumes, and the ability to expand into new worker populations and markets.

Summary analysis

Reduction of risk has become the primary buying consideration for CoR and CEoR buyers. Buyers are increasingly examining the extent to which providers share worker-classification risk. CEoR buyers are emphasizing payroll accuracy, employment lifecycle support, and local expertise. CoR buyers are focusing more heavily on classification methodology, decision documentation, indemnification, and ongoing reassessment. While price remains important, buyers are moving beyond headline fees to compare total program costs, partner dependencies, service quality, and the scalability of the provider's operating model.

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Key takeaways for buyers

Buyer demand is shifting from transactional payroll and contractor administration toward integrated external workforce compliance and management. Organizations are increasingly consolidating fragmented processes while retaining different operating models for contingent employees and independent contractors. This is raising expectations around risk ownership, technology integration, workforce visibility, and consistent worker experience.



Shifts in provider capabilities

In response to buyer demand, providers are expanding beyond onboarding and payment into classification, compliance monitoring, benefits, advisory support, workforce analytics, and localized services. Buyers are increasingly favoring providers that can support a broader portion of the contractor life cycle.



Differentiation across provider types

Technology-led providers are differentiating through integrated platforms, automation, and user experience. Compliance specialists through classification expertise and risk protection, staffing and MSP providers through talent sourcing and program governance, and few specialists through local expertise and high-touch delivery.



Key innovations

Providers are introducing AI-assisted classification and contract review, automated regulatory alerts, configurable compliance workflows, real-time workforce risk dashboards, country eligibility and cost simulators, and deeper integrations with enterprise workforce management systems.

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Appendix

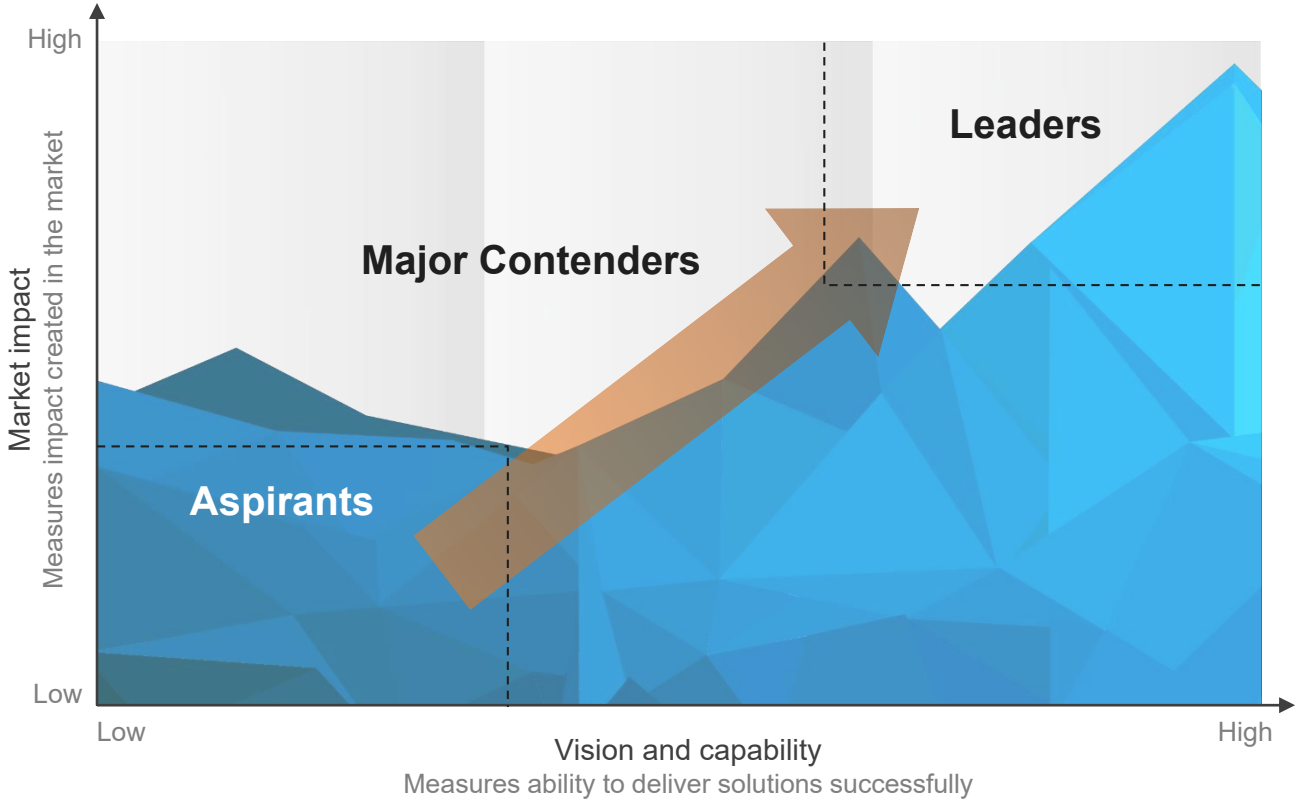
PEAK Matrix® framework

FAQs

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

Everest Group PEAK Matrix



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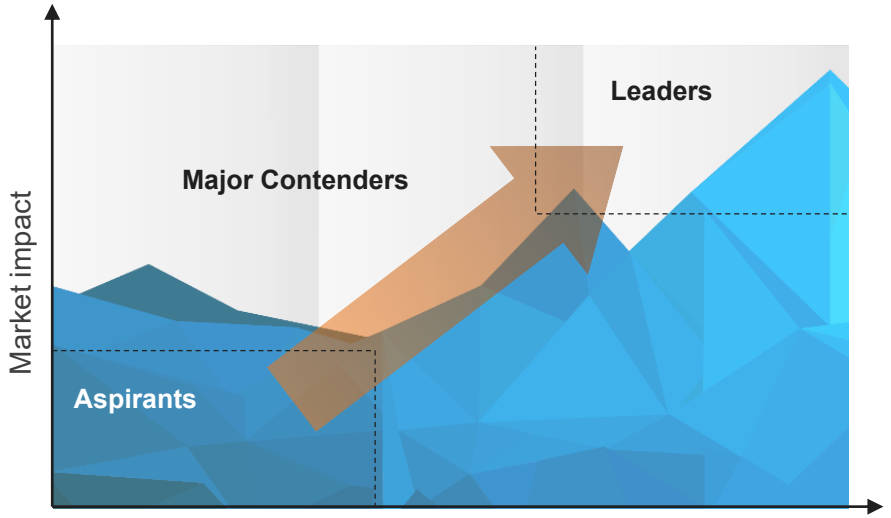
Solutions PEAK Matrix® evaluation dimensions

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

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FAQs

Q: Does the PEAK Matrix® assessment incorporate any subjective criteria?

A: Everest Group's PEAK Matrix assessment takes an unbiased and fact-based approach that leverages provider / technology vendor RFIs and Everest Group's proprietary databases containing providers' deals and operational capability information. In addition, we validate/fine-tune these results based on our market experience, buyer interaction, and provider/vendor briefings.

Q: Is being a Major Contender or Aspirant on the PEAK Matrix, an unfavorable outcome?

A: No. The PEAK Matrix highlights and positions only the best-in-class providers / technology vendors in a particular space. There are a number of providers from the broader universe that are assessed and do not make it to the PEAK Matrix at all. Therefore, being represented on the PEAK Matrix is itself a favorable recognition.

Q: What other aspects of the PEAK Matrix assessment are relevant to buyers and providers other than the PEAK Matrix positioning?

A: A PEAK Matrix positioning is only one aspect of Everest Group's overall assessment. In addition to assigning a Leader, Major Contender, or Aspirant label, Everest Group highlights the distinctive capabilities and unique attributes of all the providers assessed on the PEAK Matrix. The detailed metric-level assessment and associated commentary are helpful for buyers in selecting providers/vendors for their specific requirements. They also help providers/vendors demonstrate their strengths in specific areas.

Q: What are the incentives for buyers and providers to participate/provide input to PEAK Matrix research?

A: Enterprise participants receive summary of key findings from the PEAK Matrix assessment

For providers

- The RFI process is a vital way to help us keep current on capabilities; it forms the basis for our database – without participation, it is difficult to effectively match capabilities to buyer inquiries
- In addition, it helps the provider/vendor organization gain brand visibility through being in included in our research reports

Q: What is the process for a provider / technology vendor to leverage its PEAK Matrix positioning?

A: Providers/vendors can use their PEAK Matrix positioning or Star Performer rating in multiple ways including:

- Issue a press release declaring positioning; see our citation policies
- Purchase a customized PEAK Matrix profile for circulation with clients, prospects, etc. The package includes the profile as well as quotes from Everest Group analysts, which can be used in PR
- Use PEAK Matrix badges for branding across communications (e-mail signatures, marketing brochures, credential packs, client presentations, etc.)

The provider must obtain the requisite licensing and distribution rights for the above activities through an agreement with Everest Group; please contact your CD or contact us

Q: Does the PEAK Matrix evaluation criteria change over a period of time?

A: PEAK Matrix assessments are designed to serve enterprises' current and future needs. Given the dynamic nature of the global services market and rampant disruption, the assessment criteria are realigned as and when needed to reflect the current market reality and to serve enterprises' future expectations.

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