

Deel

Strengths	Weaknesses
<ul style="list-style-type: none"> - Fast-tracked international hiring with locally compliant contracts - Eliminate compliance mistakes from multiple countries in one simple dashboard - Fund with one click and pay your contractors and employees with one click including bank transfer, Transferwise, Revolut, and Coinbase - Built-in digital assistant for seamless record-keeping - Integrations with QuickBooks, Xero and Netsuite - Deel presents a stronger web and social presence and does a better job at communicating their value propositions. Although, that could be unkind to Remote — perhaps the product is simply better and thus easier to position stronger. - Deel seems far more mature and progressive. Instead of a list of countries that the service is available in, there's a small list of countries that service is unavailable in. That shows tremendous coverage. The integrations and payment options (e.g. freelancers / contractors can even be paid in crypto) 	<ul style="list-style-type: none"> - Deel charges per contractor whereas Remote only charges for employees. - Deel does not exactly have HCM features on its own. However, it provides a lot of integration options for you to incorporate HCM solutions into your process. - Deel is robust and fully featured, but things can get tricky when you're making changes for existing team members. Specifically, making compensation changes or terminating team members has be timed correctly and sometimes it is hard to know what the effects will be. - No mobile app.

<ul style="list-style-type: none"> - - Deel also allows for hiring without a legal entity with a network of partners (i.e. accounting firms and lawyers in different jurisdictions who can assist with queries) to cover countries. - Another example of their progressiveness is the Deel card, a debit card that lets contractors using Deel to withdraw money and transact using their earnings. 	
--	--

Pricing

Deel offers a subscription-based pricing model starting from \$49.00 per month, per contractor you hire in any of the countries Deel operates in.

You can also hire full-time remote employees overseas without having to set up a legal entity in the host country starting from **\$499 per month**.

- ✔ - Startup discount
- ✔ - Non-profit discount
- No foreign exchange fees
- No bank fee
- No setup fee
- No termination fee
- No expenses fee
- No deposit required

Country Coverage

Country	Available	Method
<ul style="list-style-type: none"> - Canada - UK - US 	Available Now	All owned entities

<ul style="list-style-type: none">- Spain- Netherlands- France- Germany- Ireland- India- Australia- Mexico- Brazil- Philippines- Portugal- Sweden- Colombia- Israel- Poland- New Zealand- Denmark- Singapore- Indonesia- Finland- Nigeria- South Africa- Switzerland- Turkey- Hungary- Norway- Austria- UAE- Romania- Croatia- Egypt- Malaysia- Lithuania- Chile- Kenya- Slovenia- Russia- Belarus- Panama- Albania- Armenia- Cyprus- Estonia- Hong Kong- Latvia- Rwanda		
---	--	--

<ul style="list-style-type: none"> - Serbia - South Korea - Tunisia - Uganda - Ukraine - Kosovo 		
Everywhere else (excluding prohibited countries)	Available Now	Partner Entities
Prohibited Countries: Afghanistan Burundi Central African Republic Congo Republic Cuba Crimea Democratic Republic of Congo Eritrea Guinea Guinea-Bissau Iran Iraq Laos Liberia Libya Myanmar North Korea Papua New Guinea Somalia South Sudan Sudan Syria Vanuatu Venezuela Yemen Zimbabwe	Not Available	Prohibited Countries

Product Features and Differentiation

Remote positions itself as a Global HR solution for hiring, payroll, and benefits: “International payroll, benefits, taxes, and compliance for businesses big and small.”

✔- Benefits

Remote offers statutory benefits plus optional health / dental plans. They use Cigna for US coverage, Canada Life for Canada coverage, and SafetyWing for international.

✔- Integrations: Greenhouse, Rippling, BambooHR

✔- Expenses

✔- Automated contracts

✔- Employee self-service portal

✔- Tax and infrastructure compliance

✔- IP protection

✔- Document storage

- No equity
- No sourcing
- Analytics
- No remote training
- HR management
- Recruitment management
- Time off

Additional Research

Question	Deel
Tell me about your product	Deel is a global payroll solution that helps businesses hire anyone, anywhere. Using a tech-enabled self serve process, you can now hire independent contractors or full-time employees in over 150 countries, compliantly and in minutes. Today, Deel serves 4,500+ customers from SMBs to publicly traded companies.
What makes you different from the other products out there?	
How do you handle benefits?	US and Canada
Can you share any insight into what we can expect from your product roadmap?	

How can you help with managing equity for a global team?	Stock Options
Do you do sourcing of talent?	No.
Do you have any financial features like flexible payouts or debit cards?	Deel Card Advances
How can you support with visas?	No.
Do you employ through direct entities that you've set up yourself or through local partners?	Combination
How long can we expect between the time we find someone we want to hire in a certain country and the time that all contracts are signed and the employee begins onboarding with us?	
Are there any cutoff dates that we would need to submit hires by in order for them to go live in a given month?	
Are there any cutoff dates around invoicing / payroll / expense reimbursement?	There is a cutoff but no additional info can be found.
How much customization can we do with the employment contract?	Amendments
What type of fees can we expect to see? <ul style="list-style-type: none"> - Foreign exchange fees. What are your rates? - Bank fees - Setup fees - Termination fees 	Here
Will you require any upfront deposit on each new hire?	Yes, deposit.
Can we purchase any additional functionality, like SSO, equity management, etc?	Okta SSO

Remote Q&A

What type of employment do you support -- full-time vs. contractors or both?

We can help you with both, full-time employees and contractors.

Can you share any insight into what we can expect from your product roadmap?

We're opening new entities every month, and we're adding more and more integrations to our platform. However, the most exciting feature for us would be our upcoming Global Payroll feature!

How do you handle benefits?

We'll provide full-time employees with all statutory benefits for each country. For contractors, they'll be able to get an advance on their salaries, buy insurance through the platform, get holidays, and get a Deel card, both physical and virtual.

How are health benefits customized for different countries?

All employees will get access to public healthcare in countries where it's available. Whereas for Private Healthcare, I've attached our one-pagers, with the complete offer.

Which integrations do you have with the HR Tech stack?

Deel's integrated with Quickbooks, Xero, Netsuite, BambooHR, Ashby, Greenhouse, and HiBob. On top of that, we'll give our customers access to API in Q1.

Do you have any of the following:

- ***Global payroll for whole team (whether or not they're all hired through you)***

We're currently working on it, and it should be available in Q1 2022.

- ***Expense tracking and reimbursement***

Both employees and contractors can add their expenses through the platform, and you as a customer will be able to review and reimburse them.

- ***Time-off tracking***

Your contractors can submit how long they've been working, and we'll automatically calculate the salary given their hourly rate.

- ***Identity verification***

For all contractors and full-time employees, we'll perform a KYC check to make sure they are who they say they are, and they're not frauds.

- ***Automated contracts***

You'll get access to templates of contracts that are localised to local labour law, so you can be sure that your relationship with the contractor is compliant. For each contractor, we'll fill the template with data automatically and allow you to sign it electronically.

How can you help with managing equity for a global team?

You can add stock options to the contracts, and your contractors and full-time employees will be able to get all the details on the platform, but you'll have to grant the stock options on your board of directors meeting.

Do you do sourcing of talent? (Help us find great people to work here)

We're not dealing with that ourselves, but we have a broad network of partners, and I'll be happy to introduce you to them.

Do you have any financial features like flexible payouts or debit cards?

Yes, we do have Deel Advance and Deel Card for your contractors.

How can you support with visas?

We can help you with visas in some countries, and I'll attach our one-pager about mobility.