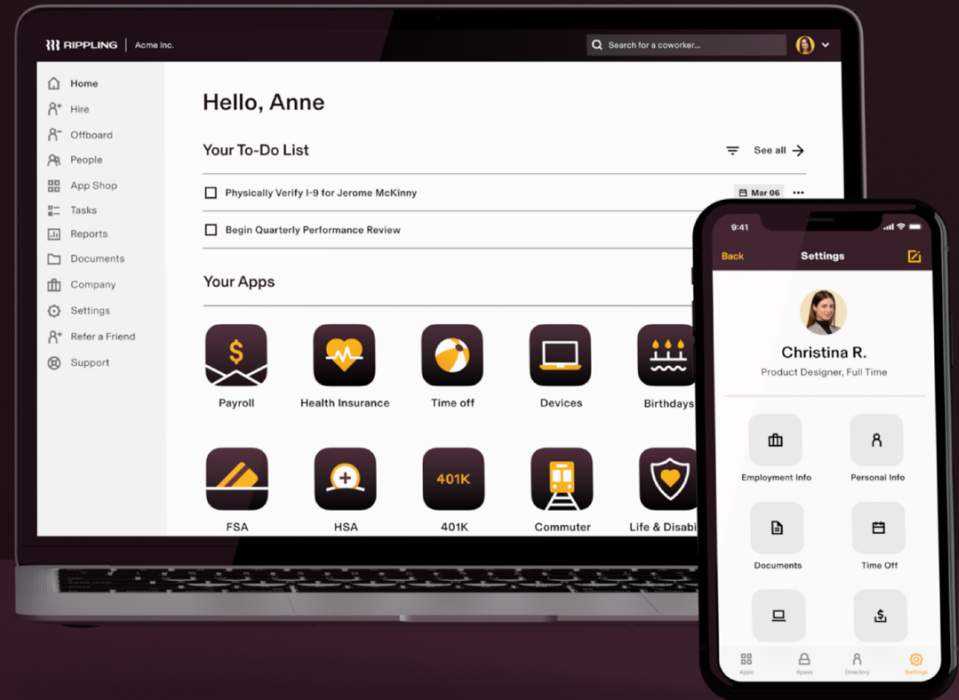**RIPPLING**

The #1 All-in-One Employee 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 employee management system that sits underneath **both your** **HR** **and** **IT** so you can manage and automate all of your employees' key business systems— from payroll and benefits to computers and apps—all in one integrated, easy-to-use platform trusted by thousands of businesses.

The Future of Employee Management

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

HR

- ✓ Human capital management
- ✓ Full-service payroll
- ✓ Benefits administration
- ✓ Applicant tracking
- ✓ Time and attendance

IT

- ✓ App provisioning/deprovisioning
- ✓ Single sign-on
- ✓ Password management
- ✓ Device management
- ✓ SSH / LDAP / RADIUS

- ✓ Mobile app and 400+ integrations

Jen Warren

- ⓘ Employee Info
- 📄 Documents
- 💲 Payroll
- ♡ Benefits
- 🕐 Time Off
- ▦ Apps
- 🖥 Devices

Employment Info

Salary	**$100,000**
Benefits	**Aetna PPO**
Dept	**Marketing**
Team	**Corp. Marketing**
Start date	**June 18, 2015**
Birthday	**Feb 1**
Computer	**Macbook Air 2019**
Level	**Level 2**
Manager	**Jonathan Donald**

Create and customize any report imaginable

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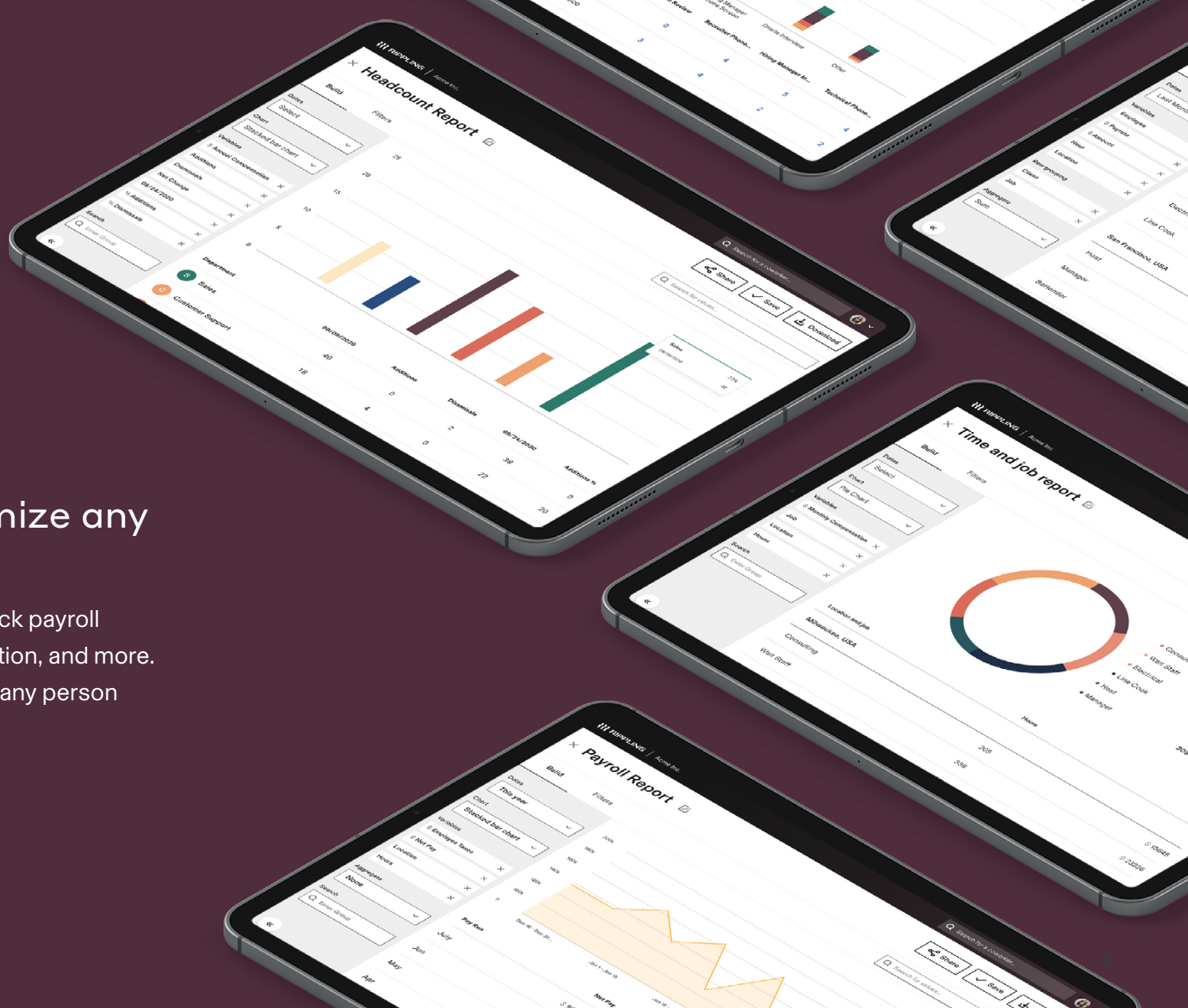
Only Rippling can automate the entire employee lifecycle

Onboard Jen   2/4

☑ Send offer letter
☑ Add to payroll
♡ Enroll in health insurance
💻 Order & ship computer

Jen W.
Manager

Level

Select... ⌄

Level 1 Associate
Level 2 Manager ✓

Jen W.
Manager

Edit info
Offboard Jen
Manage profile

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

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

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"

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.

HR

Human capital management

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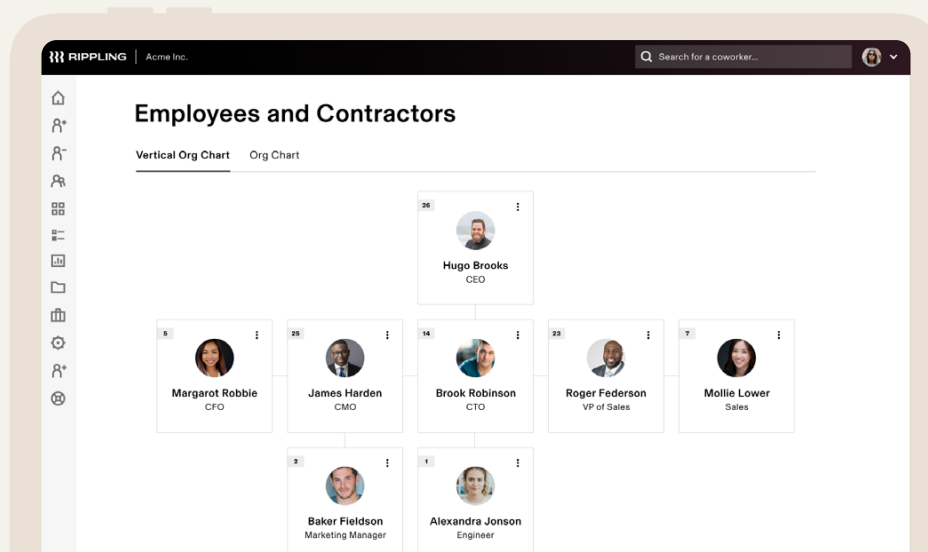
Employee database and org chart

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.
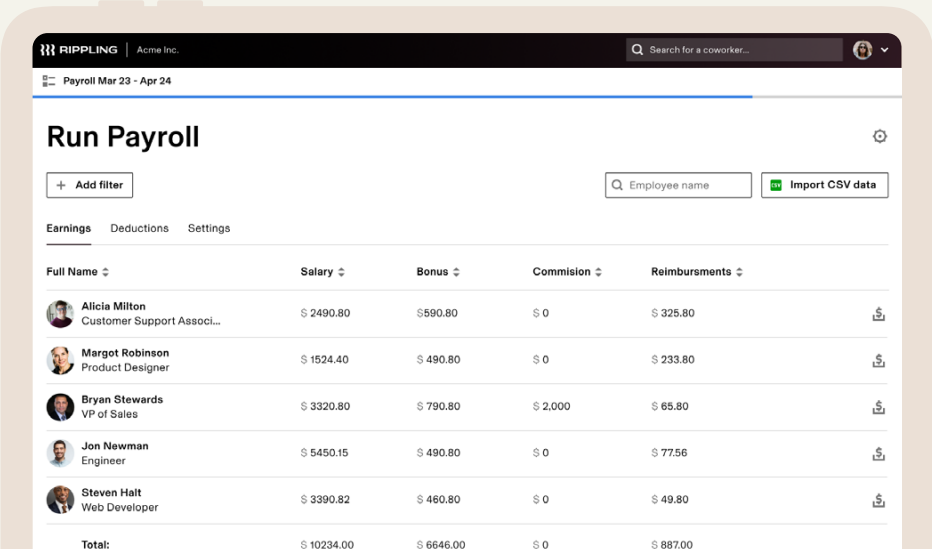
Integrate with 400+ apps

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

Full-service payroll

Rippling Payroll makes running payroll so simple and so speedy that you'll wonder, "Did I miss a step?"

Pay employees and contractors anywhere

Pay your people via direct deposit or check in all 50 states and internationally.

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.

HR

Benefits administration

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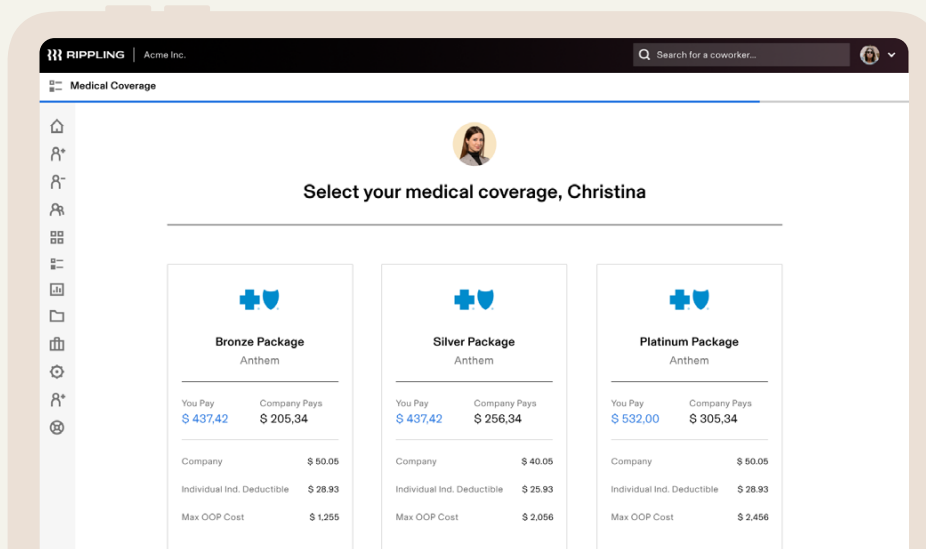
Quote and get new benefits in minutes

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.
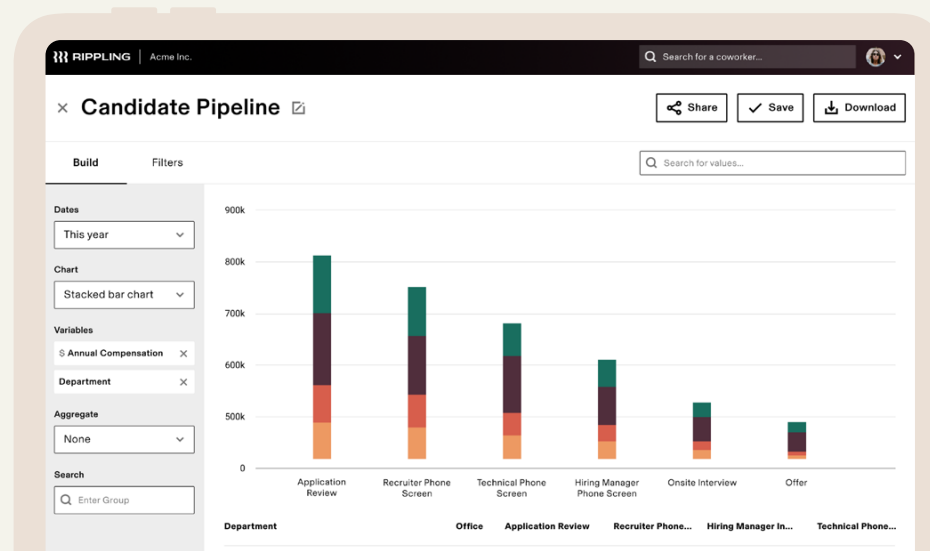
Industry-best carrier fulfillment

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.

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.
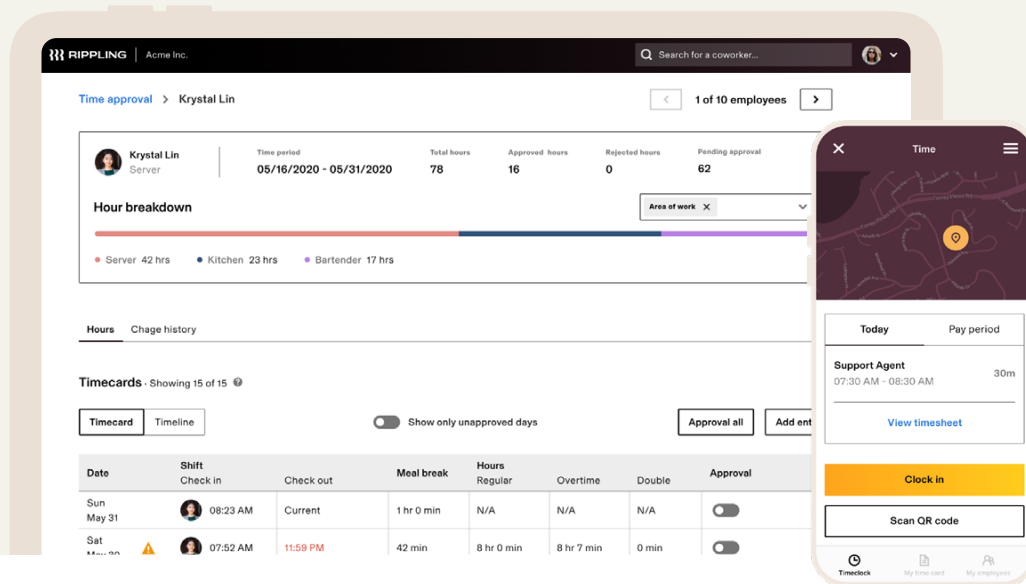
Time and attendance that runs on autopilot

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.

IT

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.

IT

Device management

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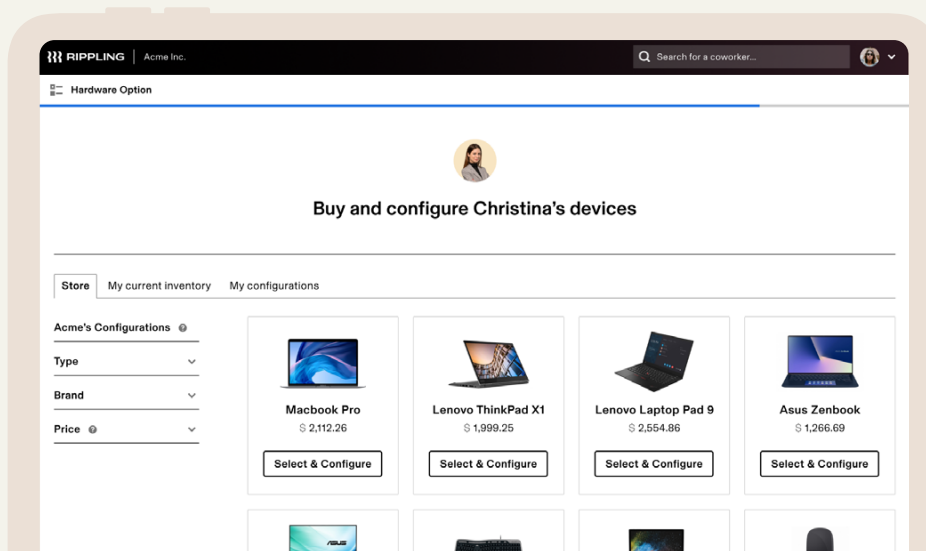
Build and buy devices

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, track, and manage all your devices

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

Virtual inventory (closed beta)

Rippling is your warehouse for all employee equipment. Securely store and ship devices to employees whenever and wherever they need them.

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.

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.
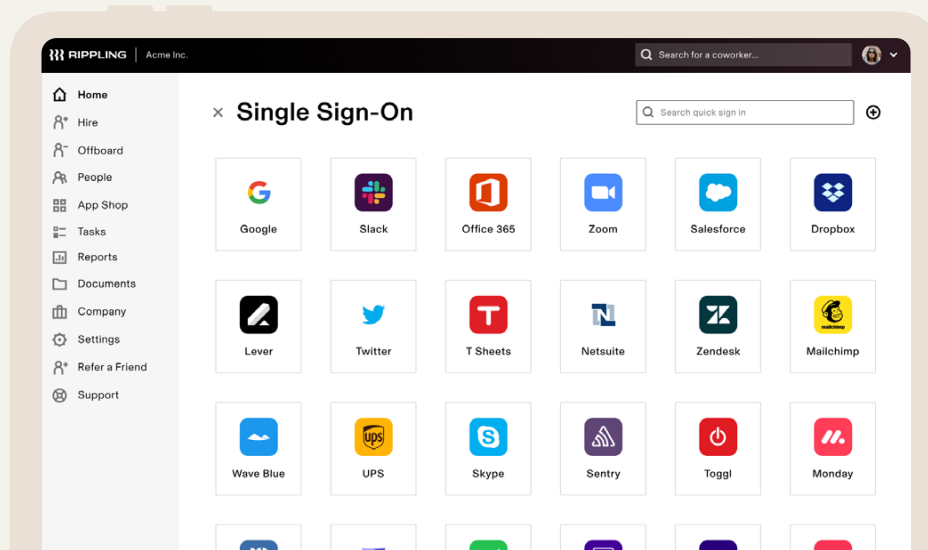
Create user accounts for new hires

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.

Onboarding

Automatically set up new hires in every system.

Employee Changes

Automatically keep employee data up to date across every system.

Offboarding

Automatically disable employees' access when they leave.

Payroll

Benefits

Devices

Third-Party Apps