

Tailored Simplicity: All the Features You Need, None You Don't

	Lano's Consolidation Platform	Payroll Aggregators	Native / Wholly Owned Payroll
Compliance & Expertise			
Intensively vetted certified local experts with years of track record	✓	!	✗
Ancillary services availability (accounting, legal, taxation)	✓	!	✗
Flexibility to switch local providers to meet client requirements	✓	✗	✗
Service			
Payroll accuracy and timeliness SLAs	✓	?	?
Service Agreement flexibility	✓	!	✗
Dedicated account manager	✓	!	✗
Global Coverage (100+ countries)	✓	!	✗
Platform & Technology			
Consolidation of existing payroll providers to Lano's platform	✓	✗	✗
Software Integrations availability (HRIS, Benefits, Expenses)	✓	!	✓
Error prevention through AI assisted auditing	✓	✗	!
Advanced Analytics with full Gross-to-Net breakdown	✓	✗	✓
Data Security & Compliance (GDPR, SOC)	✓	✓	✓



Provided/included



Not provided/not included



Partially/limited



Unknown