



runa

RESEARCH REPORT

# The future of work in Latin America



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# HIGHLIGHTS

Our report, *The Future of Work in Latin America*, presents the findings of a survey conducted by the Runa research team with HR executives across the region about major trends and shifts in the HR area. More than 500 professionals participated in the survey, from 35 different industries, with the highest percentages coming from technology (25%), consulting (15%), finance (11%), education (5%), marketing (5%), healthcare (4%), manufacturing (4%), logistics (3%), commerce (3%), consumer goods (2%), energy (1%), amongst others. Companies of all sizes were included: 28% (<10 employees), 24% (11-50 employees), 10% (51-100 employees), 17% (101-500 employees) and 21% (> 500 employees).

Some recognized survey participants with offices in Latin America included BBVA, Beat, Cemex, Deloitte, DHL, Didi, Facebook, Femsa, Google, Goodyear, Mercadolibre, Metlife, Petrobras, Nubank, Rappi, Sage, Stripe, Uber y Zendesk. From the world of startups, we had participation from companies such as Ben&Frank, Conekta, Crehana, Gympass, Platzi, Jeeves y Justo, among others.

The top 10 work trends in Latin America are:

- 1 **Remote work is the norm, not the exception.** 83.4% of participants confirmed their company has a remote work policy, with 34.4% reporting their team is 100% remote versus only 14% before COVID.
- 2 **Remote work is easier and more productive, thanks to technology.** 86.2% of participants believe their team has the same, or more productivity than working from the office. Also, 83.7% of participants believe that remote work is easier than before.
- 3 **Companies offer more (not less) employee benefits.** 96.8% of participants said their company offers the same or more employee benefits as before remote work, of which 40.6% said their company offers more employee benefits.
- 4 **The top employee benefits in are:** flex work time (86%), medical insurance and coverage (59%), education (52%), family planning (51%), financial support and services (43%), vales (40%), life insurance (36%) and wellness (33%).
- 5 **Technology adoption is now a requirement for HR areas.** 71.3% of participants agreed that technology is an absolute requirement for HR areas.
- 6 **The top technologies adopted by HR areas were:** payroll (29%), HRIS (20%), education/training (16%), recruitment (12%), performance management (7%), employee engagement (7%), benefits (5%) and onboarding (4%).
- 7 **The top employee skills are adaptability (18%), communication (14%) and leadership (8%).** Given the volatility of the last 12-24 months with COVID, teams everywhere have been forced to adapt. The growing trend of remote work and its resulting impact on less team interactions, makes a good case for communication also being very important.
- 8 **The top HR leader skills are: empathy (18%), communication (12%) and leadership (7%).** HR leaders have been required to be incredibly empathetic particularly given the constant changes over the last 12-24 months.
- 9 **The economic recession has and will continue to impact team headcount.** 23% of participants confirmed that they had terminated or planned to terminate employees in light of the economic recession.
- 10 **Hiring good people will continue and remain difficult.** 80.1% of participants confirmed they are actively hiring. They also confirmed the Latin American talent wars rage on.

# INTRODUCTION

The year of 2022 has been one of instability. Over the last 12 months, we have witnessed the invasion of Ukraine by Russia, the crash of the technology market, the rise of interest rates, the beginning of a global recession and the continued lingering of a worldwide pandemic.

These events have impacted every company in Latin America. HR departments are at the epi-center of this change. Technology adoption is no longer an option. With fully remote or hybrid workforces, there is a need for new tools and new channels of communication. With more people working outside the office, there is a shift in thinking on team wellness and benefits.

With our report, The Future of Work in Latin America, we investigated these changes and how they have impacted teams across the region. We asked HR leaders how they have managed everything: remote work, new technology adoption, employee wellness, new work skills and economic recession.

SECTION 3: DEMOGRAPHICS

# DEMOGRAPHICS

Our survey was conducted with more than 500 participants from Latin America, including directors, managers, coordinators, and Human Resource Business Partners (HRBPs).

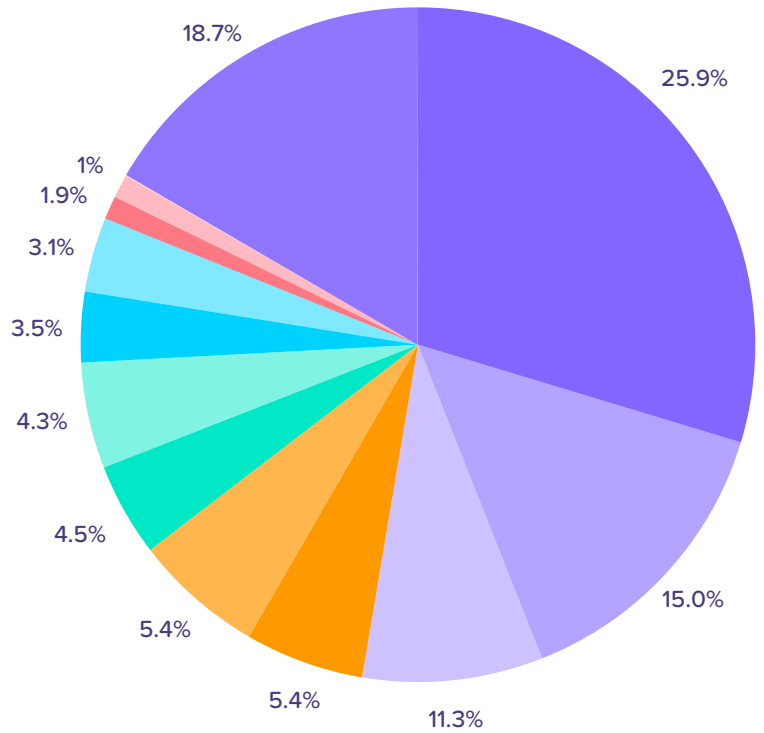
Some recognized survey participants with offices in Latin America include: BBVA, Beat, Cemex, Deloitte, DHL, Didi, Facebook, Femsa, Google, Goodyear, Mercadolibre, Metlife, Petrobras, Nubank, Rappi, Sage, Stripe, Uber y Zendesk. From the world of startups, companies that participated included Ben&Frank, Conekta, Crehana, Gympass, Platzi, Jeeves and Justo, amongst others.

Survey participants were located in Latin America with headquarters in: Mexico (45.7%), Brazil (27.6%), Colombia (8.6%), Argentina (6.8%), Peru (4.1%), Chile (3.3%), amongst others.

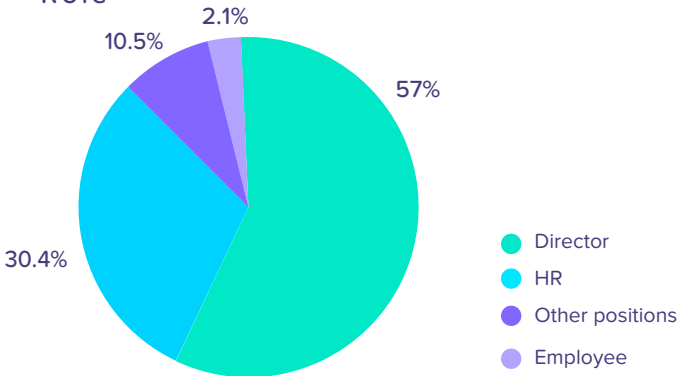
A wide range sectors were covered as well including: technology (25%), consulting (15%), finance (11%), education (5%), marketing (5%), healthcare (4%), manufacturing (4%), logistics (3%), commerce (3%), consumer goods (2%), energy (1%), amongst others. Companies of all sizes were included: 28% (<10 employees), 24% (11-50 employees), 10% (51-100 employees), 17% (101-500 employees) and 21% (> 500 employees).

Industry

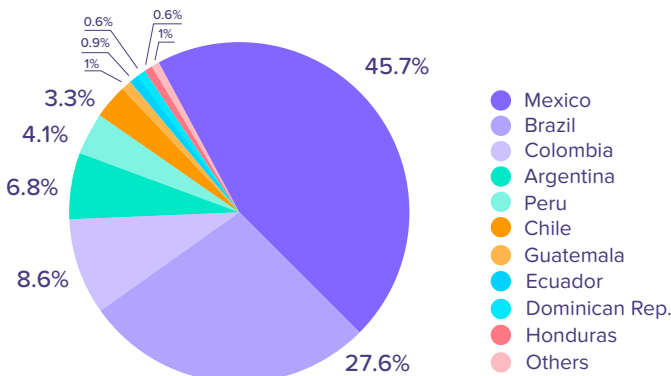
- Technology
- Education
- Manufact.
- Consumer goods
- Consulting
- Marketing
- Logistic
- Energy
- Finance
- Health
- Commerce
- Others



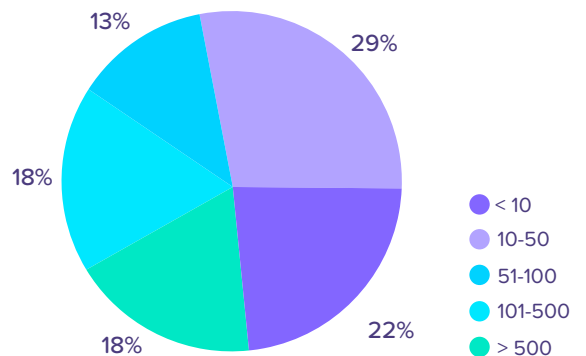
Role



Country



Employee Headcount



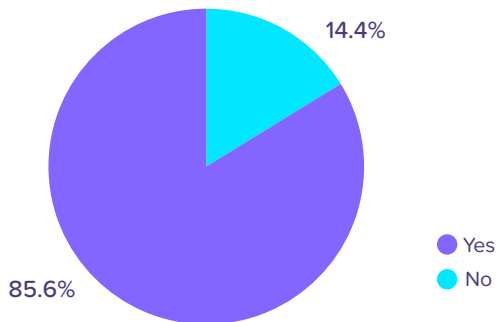
# REMOTE WORK

Since the onset of COVID, we have seen dramatic changes in the way they work. Now, with COVID abating, some of those trends are sticking and others are transforming into a more hybrid work model. We asked participants to talk to us about remote work at their company and its impact on worker productivity and company performance.

## Remote Work vs In-office

Over 85.6% of participants confirmed that their company has a remote work policy. This is a drastic shift from before COVID where more than 46.5% of participants said they were not able to work from home. In fact, more than 34.4% of companies reported that they now work 100% remotely, meaning they have no physical office from which workers can work. Every employee works from their home.

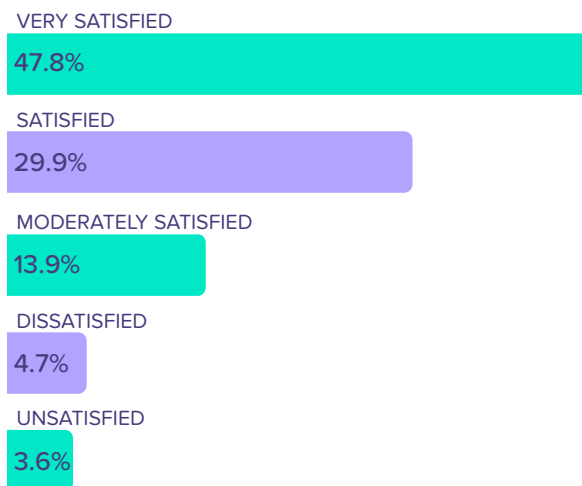
¿Does your company have a remote work policy?



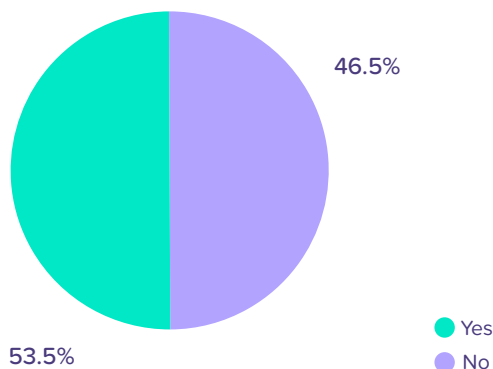
More than 77.7% of participants are satisfied or more than satisfied with their company's remote work policy. Many policies allow employees to work both from home and in the office, and they enable the employee to decide what days and what times make sense for them. It was not uncommon for participants to mention the phrase: "I can make my own schedule." This level of flexibility in the workplace is unparalleled to previous times when remote table was not even an option.

Companies are also listening to their employees as they set up norms for remote work. They know that the right policy can make or break employee retention at their company.

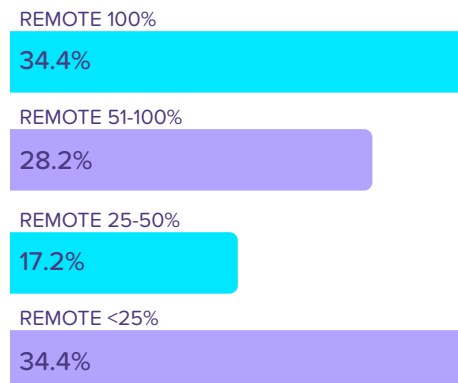
Are employees satisfied with your company's remote work policy?



Before COVID, was your team allowed to work remotely?



What percentage of your team is remote?



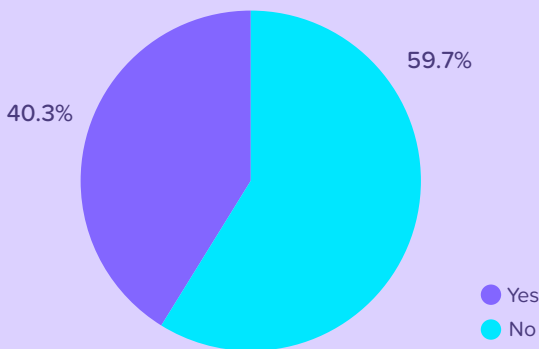
SECTION 4: REMOTE WORK

Employee Satisfaction & Productivity

A key component of employee satisfaction with remote work is related to benefits. Over 40% of participants said their companies offer additional benefits for remote workers. These benefits include (in order of popularity):

- **Technology (57%)** - Laptops, monitors, mice, headsets or other technical equipment for work.
- **Office equipment (26%)** - Desks, chairs, lights or other similar work tools to make home work easier.
- **Additional payments (19%)** - Additional cash or economic rewards.
- **Medical support (16%)** - Additional insurance or access to wellness services online or offline.
- **Higher salary (7%)** - An increase in baseline salary.

Does your company offer additional benefits to employees who work remotely?

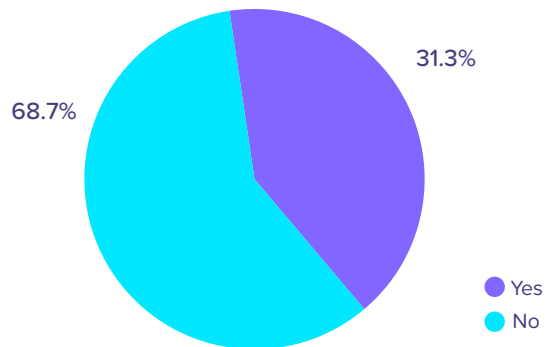


What kind of remote work benefits does your company give?



Another driving reason for satisfaction is flexibility. More than 65% of companies let the employee decide when they can go to the office.

Can employees decide when to go to the office?



How has working from home affected productivity?

Over 88% of participants say their productivity is the same or better working remotely. And 47.2% believe that they are actually more productive working remotely.

One of the main drivers for increased productivity is the focus on deliverable, measurable results versus time spent on the job. Previously, companies would track and report number of hours worked in a work day. Now, companies are transitioning to results delivered or projects completed.

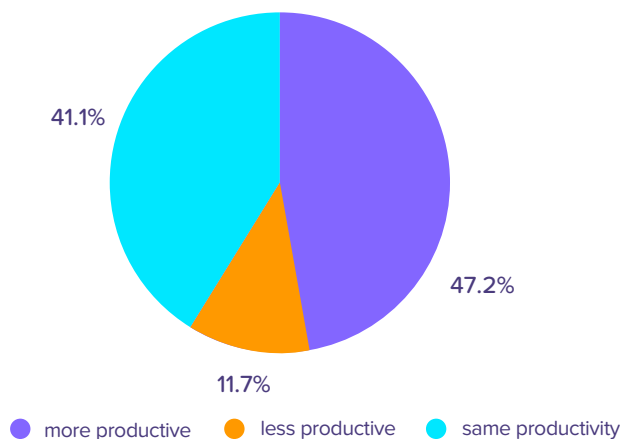
Participants also reported less distractions while working from home, and less time lost in traffic, meaning more total time spent on work.

“Our employees are more focused on working towards achieving objectives, have or seek clarity about what they have to do and the impact they make with tasks and results.... Many have told me that they feel and are more productive as well.”

Guillermo López  
Flat

## SECTION 4: REMOTE WORK

How is remote work productivity versus in the office?



## Remote work platforms

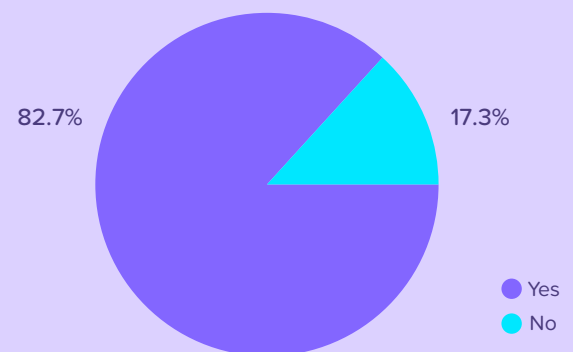
With the rise of remote work, so too have come the tools to help us hire than remote work.

More than 82% participants agreed that remote work is easier today than it was 2 years ago. One of the engines easing that pain has been the rise of companies attacking hiring locally, albeit companies are remote. 45.7% of companies who participated said they use one of these platforms for hiring remote talent such as Deel, Remote, Papaya Global, OnTop or others. Of those companies that use a platform, 68% use Deel.

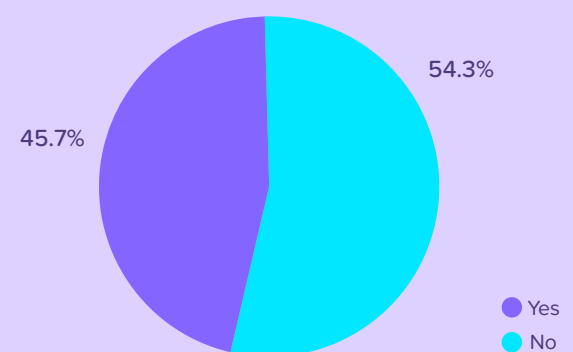
A number of participants also mentioned the use of other technologies that help facilitate remote work including:

- **Time tracking applications** - Time tracking applications allow employees to feel like they are clocking in and clocking out for work.
- **Project management softwares** - Softwares that facilitate teams working on projects together from remote locations such as Trello, Monday.com and Jira.
- **Chat communication platforms** - Working from multiple locations is made easier through online chat tools such as Microsoft Teams, Slack and Google Chat.
- **Video communication platforms** - The ability to make video calls from anywhere to anywhere also help facilitate group discussions and conferences with potential customers.

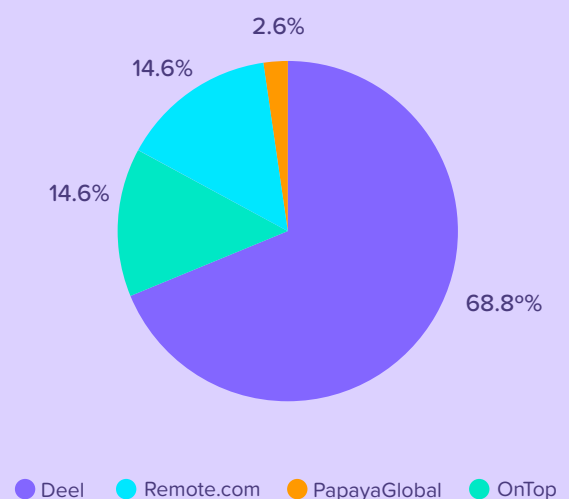
In your opinion, is remote work easier than it was 12 months ago?



Does your company use a remote work platform?



Which remote work platform do you use, if any?





# EMPLOYEE BENEFITS & WELLNESS

Employee health and wellness have seen significant shifts and changes over the last few years, which have affected almost every company around the world. To adapt, companies have been forced to reevaluate their benefit offering. We asked participants to discuss with us these changes and how their company has adapted.

Over 90% of participants confirmed that their company offers the same, if not more benefits than before the shift to remote work.

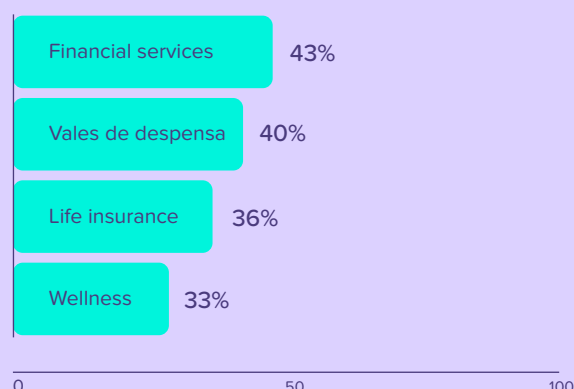
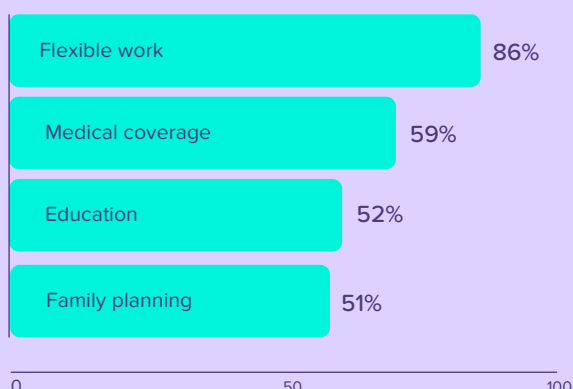
- **Flexible work (86%)** - Flexible work refers to a flexible work schedule both in terms of time and/or location.
- **Medical coverage (59%)** - Medical coverage includes full or partial medical insurance as well as access to medical provider programs and applications. (While private full medical coverage is required by law in Brazil, in the rest of Latin America, it is not.)
- **Education (52%)** - Education refers to economic support for online or offline programs to improve the education. It can include school scholarships or advance degree reimbursements for employees.
- **Family planning (51%)** - Family wellness includes extended maternity leave and/or paternity leave. It also includes increase pay (above what the law covers for maternity and/or paternity leave). Additionally, it covers economic support for children for nurseries, schools, etc.

“Remote work has its challenges that affect employee’s mental health and productivity. Not having to pay for an office frees up budget for benefits that can help employees become the best versions of themselves to do great work.”

**Pamela Valdes**  
Beek

- **Financial services (43%)** - The most common financial benefits are salary advance (a payout what you have already worked) or salary loans (a loan the size of 2-3 months salary). Also popular are savings programs, housing loans, car loans or personal loans.
- **Vales de despensa (40%)** - Vales de despensa are prepaid credits that can be used for food, transport, education, wellness or products for primer use (clothing, shoes, house goods, etc.)
- **Life insurance (36%)** - Life insurance refers to insurance for the lives of the employees that work at your company.
- **Wellness (33%)** - Wellness are tools and resources to improve the wellbeing of employees which include: online therapy, gym memberships, access to online exercise or wellness apps, credits for massages, spas or something similar.

In which categories does your company offer benefits, either full or partial coverage?



## SECTION 6: TECHNOLOGY

# TECHNOLOGY

New times, more often than not, require new technologies. Since COVID and the rise of remote work, we have seen the adoption of new technologies across HR departments in order to help companies and their teams evolve.

Over 80% of participants confirmed that their HR areas use technology to manage the area.

- **Payroll (65%)** - Softwares to calculate and pay payroll and benefits to employees.
- **Recruitment (51%)** - Applicant tracking systems, integrated job boards or other applicant filtration tools for acquiring new talent.
- **Education and Training (38%)** - Platforms for skill assessment and skill aquisition. This also included integrated learning management systems.
- **SIRH (36%)** - Softwares for general employee management - hiring, firing and record keeping.
- **Performance Management (35%)** - Platforms for evaluatouon of employee performance.
- **Benefits (30%)** - Integrated platforms or individual softwares for employee benefits.
- **Onboarding (21%)** - Softwares to facilitate easy employee onboarding and company introduction.

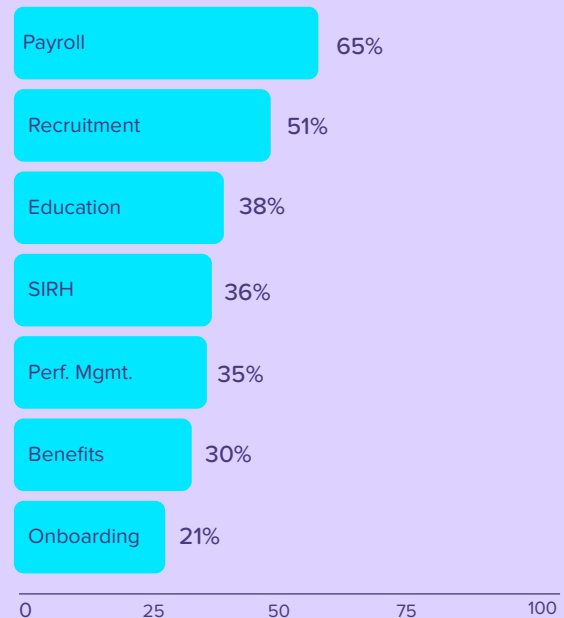
Over the last year, HR departments adopted new software in addition to their preexisting technology stack. Participants responded that they had adopted the following technologies in the last 12 months: Nomina (29.4%), SIRH (19.8%), Educacion and Training (15.5%), Reclutamiento (12.3%), Performance Management (7%), Employee Engagement (7%), Beneficios (4.8%) and Onboarding (4.3%).

“

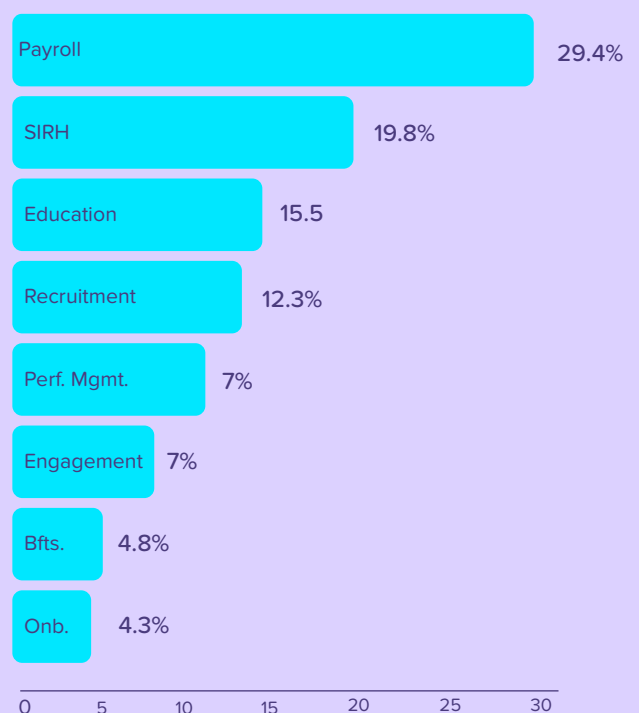
**By using the platforms and processes we have in place, we reduce and/or avoid additional stress for our team as they are intuitive and easy to use tools.**”

**Vania Arteaga**  
Skyalert

Does your company use technology in these human resources functions?

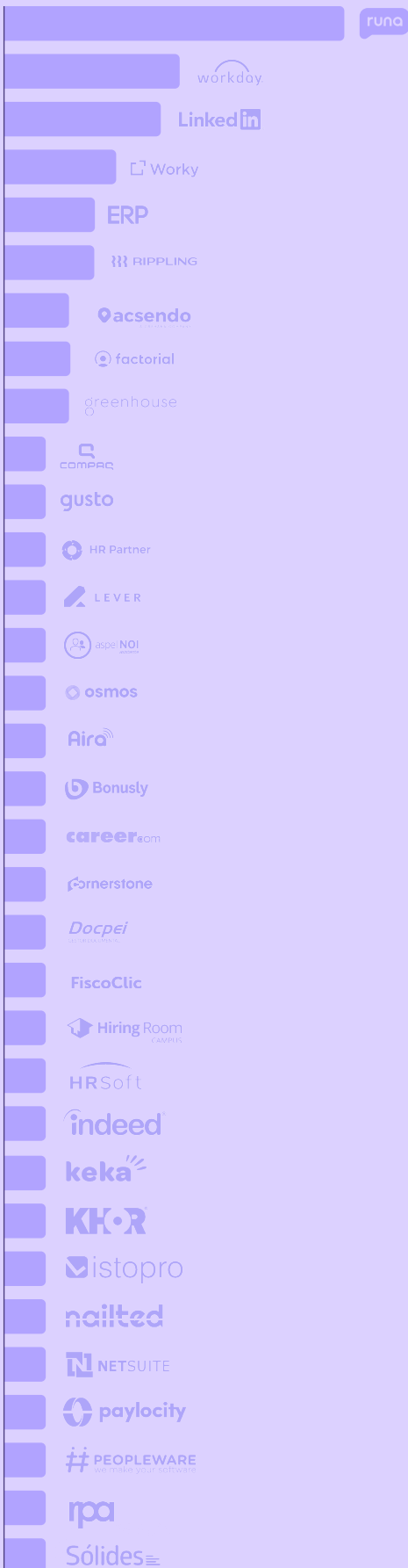


In what HR areas did you adopt technology over the last 12 months?



## SECTION 6: TECHNOLOGY

## Top softwares adopted by human resource areas in 2022



## New technology adoption

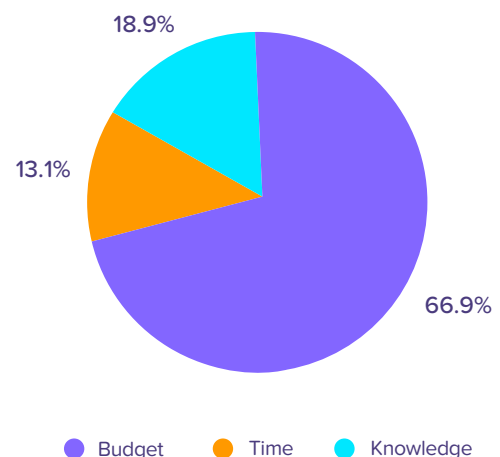
There were a number of softwares that companies mentioned they had newly adopted in the last year. Names mentioned grouped by category include:

- **Payroll** - Runa, Deel, Contpaqi, Siigo, Osmos, Talana, Tress, SAP, Gusto, Paylocity, Workday
- **Recruitment** - Lever, Greenhouse, LinkedIn, HiringRoom, Indeed
- **Education and training** - Platzi, Cornerstone, Eloomi
- **HRIS** - Bamboo HR, Worky, Factorial, HR Plus, Dayforce, Holmes HR, Hibob, SAP, Convenia, HR Soft, Khor
- **Performance management** - Lattice, Ascendo, Qulture Rocks
- **Benefits** - Betterfly, Calm, Bonusly, Plerk
- **Engagement** - Officevibe, CultureAmp

Despite the adoption of new technologies in the majority of companies that participated in our study, 71.3% of participants agreed that HR still needs to adopt more technology. They aligned on the reality that managing people requires a technology component

What is the major hindrance to adoption? According to participants, they believe the main blockers to adoption are: Budget (66.9%), Conocimiento (18.9%) and Time (13.1%).

What is the biggest obstacle to technology adoption in human resources?



# WORK SKILLS

The new work reality calls for new work skills. 80% of participants believe that the skills for tomorrow have changed from what they were 12 months ago. Workers need to be able to work from home, self manage their work and subscribe to hard metrics to show their work impact.

The need for soft and hard work skills is of top importance. Over 60% of participants said that employees need to develop both of them in order to succeed in today's work environment.

“**Working as a team is the only way things get done. If your soft skills stink, it's hard to be a good teammate.**”

**Brian Requarth**  
Latitude

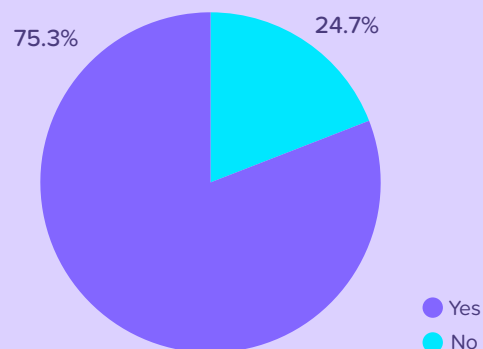
The most important employee skills for the next 12 months are adaptability, communication and leadership skills. In addition to these top 3 terms, there were several popular adjectives that relate to the changing needs of employees due to remote work, which include: self-management, teamwork, flexibility goal orientation. In the workplace, we are seeing the need for employees to take charge of their own work, subscribe to self management with measurable metrics and tools for cross team communication.

The top skills for HR leaders are empathy, communication and adaptability. Soft skills are of the utmost importance. 80% of participants think that the importance of soft skills have increased over the last 12 months.

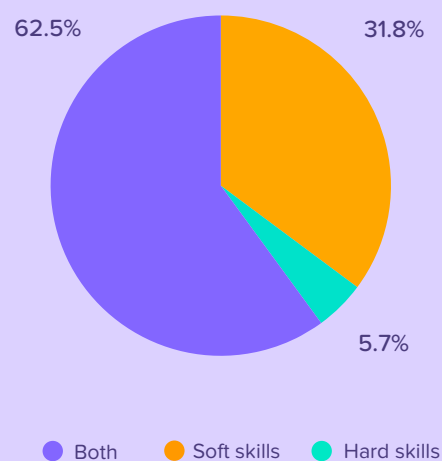
“**To have soft skills to work with other colleagues (with diverse backgrounds) in an asynchronous, remote environment is a great plus for talent within the company.**”

**Eli Becerril**  
Techstars

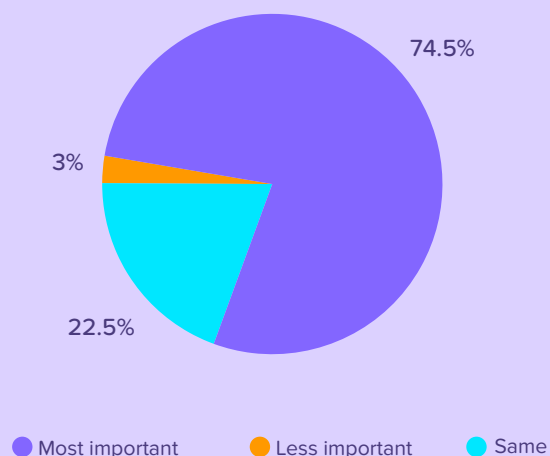
Have the skills that employees need on the job changed in the last 12 months?



What is most important to employees today: Hard skills or soft skills?



In the last 12 months, how has the importance of soft skills changed?



## SECTION 7:WORKS SKILLS

## Top employee skills 2022:



## Top HR leader skills 2022:



# ECONOMIC RECESSION

With the war in Ukraine, rising interest rates, and stock market volatility (particularly around technology stocks), the world is headed for a recession. Companies are being affected differently based on location, industry and size. We asked participants about the economic recession and how it is impacting their company.

Participants acknowledged that their companies were cognizant of the economic recession. Some confirmed that it was impacting how their companies was making decisions today. However, many did not say that their companies were operating any differently even with the economic instability.

In fact, only 23% of participants said they had laid off or planned to lay off employees. For those that did lay off employees the majority said it was less than 10% of their team.

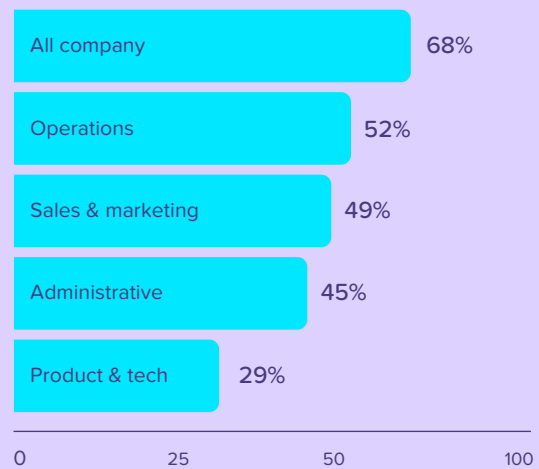
The area focus of the layoffs varied by company: all company (68%), operations (52%), sales and marketing (49%), administrative (45%) and product and technology (29%).

Despite the crisis and the early layoffs with it, more than 86% of the participants confirmed that they continue to hire, either in all areas, only in certain roles, or only to replace employees who leave.

“  
**Companies will have to reinvent themselves to offer options where there is a balance between what employees want and what the company wants. Meanwhile, reaching an agreement is what will complicate attracting new collaborators and of course retaining the ones we have now.**  
 ”

**Aldo Becerra Espin**  
 FEMSA

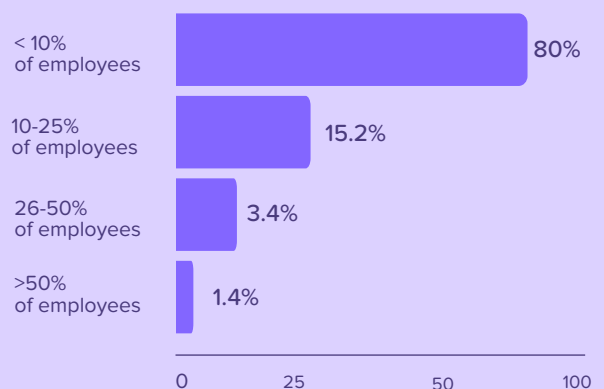
Which areas were/will be affected by the layoffs?



Did/does your company have plans to lay off people?



What percentage of employees were or will be laid-off?



SECTION 8: ECONOMIC RECESSION



The impact of the recession is expected not to impact recruitment, according to our participants. The talent war in Latin America rages on. Good people are still hard to find and hard to close. Good people will also not stay in a work environment where they are not happy, nor a role where they are not challenged.

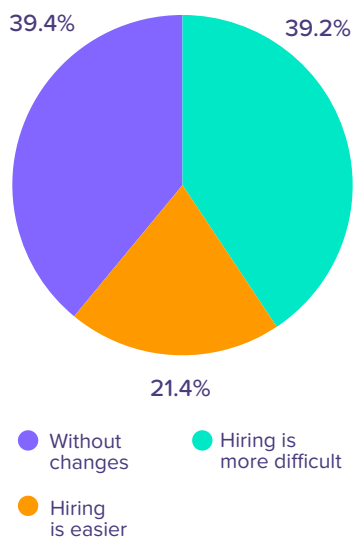
As a result, 39.4% of participants believe that recruitment challenges will be the same before as they were after the crisis. 50.2% also believe that salaries will be the same as they were before, without any change.

Despite the crisis and the layoffs anticipated with it, over 80% of participants confirmed they are hiring, whether that was across all areas, only certain roles or only to replace people who leave.

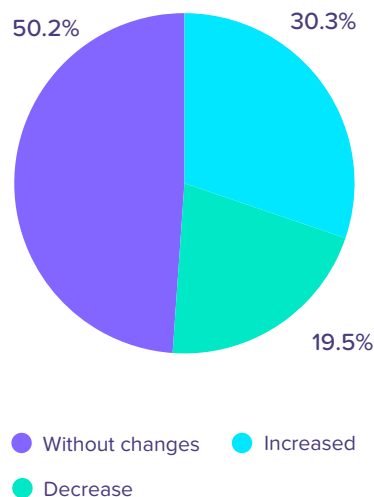
“ Companies are still with ‘a knife in their teeth’ fighting for the best talent. Employees will not only stay with the company that offers them the best financial comp, but also the best emotional salary, the best growth path and the culture most in tune with their interests. ”

**Adriana Medina**  
Platzi

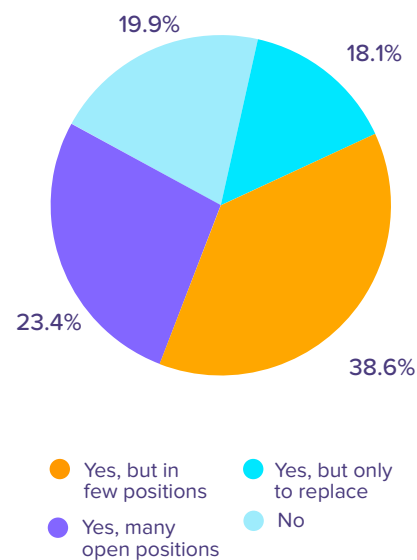
How has recruitment been impacted since the onset of the crisis?



How have wages been affected by the crisis?



Is your company currently hiring?



## THANK YOU TO OUR SURVEY PARTICIPANTS

100 Ladrillos	Cuéntame	HeroesTalks	Moods	SerpGuru
6 Delta Consultores	Dacompass	HippoBuild	Moonshot Partners	Servicios Afan
99minutos	Davivienda Panamá	HipTrain	More Media	Servidental
A-count	Delee	Hogarts	Motive Search	SGTEX
AB Innbev	Delivery Hero	Hoonely	Mozper	Si Capital Humano Asesores
Abacum	Dell Technologies	Hootsuite	MSG Consulting	Silabuz
ABC Embajadores	Delmar Mexico	Household	MTI Selling	Simpli
Acclaim Energy	Delt.ai	Huerto Digital	Mudafy	Sindicato de Pasteleros
Acevedo Couttolenc & Asociados	Delta Protect	Human Connect	Multiply College	SiteI
Acopula Networks	Deuna	Human IT	Municipalidad de Vicente López	Siteware
ADA School	DHL	Hunty	Mureni	Sizes and Colors de Mexico
ADC Finance	DHNN	IBM	Mynded	Skiliffy
Advice and Consulting	Didi	Icalia Labs	MyPay	SkyAlert
Agencia Stephens	Digipix	iCodde	N2Growth	Skydropx
AICSA	Digitek	Idea Translations	NaaS	Smart Doctor
AIESEC	Dinamo	idntify	Natura	Smart Shuttle
Aimonkey.io	dinkbit	Ifood	Naya Homes	Snack Club
Akiba	Diseño MDC	Illusive Films Network	Nea	Social Labs
Alameda	Disruptivo.tv	Impulso Capital Humano	Nelo	Sofía Salud
Alder Koten	DistritoMKT	Impulso Jobs	Neon	Solides
Almacenadora Sur	Doctoralia	Incode	Nerito	Soluciones Area
Andino DAO	Dog Garden	Incógnita	Nest Payroll	Soluciones Personales
Aplazo	Dolphin Company	Independiente	Neta	Somos
Apxor	Domicompras	Indie Capital Humano	Neuraan	Sonatafy Technology
Aries Management	Drive Hackers	Indigo Slate	Nomipay	SpaceAG
Armalo 3D	Duemint.com	Industrias Kiener	Notbound Marketing	Spark Technologies
Arrenda	E-Farma Online	Innovación Elite	Novu	Sparkling
ASKHA	E-volve	Instituto Mettalliderazgo	Nubank	StockX
Atexto	E-volve.one	Intelab	Numid	Stone
Atlantia Search	EAP Latina	Intersog	Nware	Storagelife
AtomicLab	Ebanx	Inversiones Accionarias Landus	NXTP Ventures	Stripe
Atrato	Ecodeterra	ION Financiera	Odetta	Sunopta
Aurean Blue	EDC	ISDI	OList	SwitchFin
AVIT Soluciones	EDCH	Itau	Omaperu	Syneos Health
Azos Seguro	Edfluence	JCI	OneSOUL Consultoria	Talent Quest Capital
Azul Seguro	Education Soul	Jeeves	Open Plaza SA	Taléntika
Banco de Brasil	Emaily	Jobandtalent	Organización Excel	Talentum
Bankaya	Emmersion	Juriscoop	Padre Group	Talasis
BBVA	Emprelatam	Justo	Paga Seguro	Teads
BDG Facility Services	Emptor	Kao Hoteles	Pagaloop	Tec de Monterrey
Beat	Enconta	Karcher	Palenca	Tech In Design
Bellísima	EON Igniting Business	Katapult Commerce	Panduit	Techstars
Ben & Frank	EPAM	Kavak	Pari Delivery	Tekton
Beu	Equals True	Keypeer	Parmonia Consultores	Telecentro
Beyond Work	ERM	Khabir	Parrot	Terminal
Bitso	Escriván	Kiewit	PartnerHero	Termiz
Blue Pixel	Espacio y Mercadeo	Kinedu	Passwork	Theia
Boletia	Estaciones Ecologicas	Kinnto.ai	PayJoy	Themma
BPI Logistics	Etnica	Kiperfy	Payqubit Sas	Thera Media
Bradesco	Evidence Technology	Kiwilimón	Penske Logistica	Thinking Group
Bricklab	Facenco	Koda Marketing Services	Percepción Sinérgica	Tienda Pago
Briq	FAME	Kolors	Perseus Energy	Time Jobs
Bullseye México	Famosos.com	KOMODO Servicios Financieros	PerseusX	Top Management
Buser	Farmaceutica Hispanoamericana S.A.	Konnect The Dots Training	Petrobras	ToroMining
Bycsa	Facebook	Koryntia	Pfizer	TrackChain
C3ntro Telecom	FEMSA	Koteos	Photon	Transformation.mx
Cadana	Fernandez y Cortes	KPMG	Picap	Trapichar
Cantera Digital	Ff4bb.net	KTBO	Pikkop	Trasciende
Capita Works	Flindeter	Kuadra Support	Platanus Ventures	Trends Lab
CARE Honduras	Finerio Connect	La Santé	Platzi	Truehome
Casa Lumbré	FinLink	Laboratoria	Polybuilder	Truora
Casa Madero	Flash	Laboratorios Licol	Polymath Ventures	Tsol
Cementos y Concretos La Cruz	Flat.mx	Laboratorios Poen	Ponce & Morales Asesores	Tucar
Azul	Flexi	LALA US	Pretmex	Tudecide
Cemex	Flowserve	Latinx Career	Pro Indie Music	Tutosnack
Censa Industrial	Flux QR	Latitud	Productos HB Aturalina	Uber
Cetis 79	Food Market	Launchpad	Prosperas	UHD
Cimatic de México	Freelancer	Lemovaik	Psychology For Companies	UnDosTres
Citi	Frubana	Len	Pulp Vision Inc.	Unicornio Boutique
ClarkeModet	Frugal Lab	Licorne	Punto Cardinal	Unidos con Bienestar
Claudia Salgueiro	Fuentebuena	Liebherr	Punto Commerce	Uniper
Clean Ranks	Fundación IDEX.IA	Lingofor.me	Qualia	Universidad Tecnológica de
CleverD	Future Symbiotic	Liondor Executive Search	Qualitas	Querétaro
Clikalia	FW Digital	Listopro	Quotanda	UpHotels
Clivi	Gartner	Little Bookmates	R&F Global Health	UPM
Clorox	GDLFashion	Liven.vc	Raka	Valia
Closely Edutech	GEN Pyme	Liviano Foods	Rancho Aguacaliente	Valmar Coaching & Consulting
CloudNow México	Getin	Locaweb	Rappi	Vantage GRP
CMO-ToGo	GetNet	Loft	Rappi	Variis Investment
Coderio Software Factory	Gideas	Loggi	Reboot	Ventagium Data Consulting
Coerenza	Ginga Group	Logra	Rec Música	Vitti Logistics
Coinsturn	Giro Market	Logrand	Relevance	Vivanta
Coleap	GOC Colombia	Luanfish Partners	Revelo	VOA Asesoría Administrativa
Colectivo23	GOL	LVG	Riogrande	Vw Group Retail
Conecta	Goodyear	M2crowd	Rising Farms	W Capital SAFI
Conekta	Google	Mailclick	Rocket Lab	Wait N' Rest
Confisa International Group	Goomer	Mantra	Routefusion	We Wow
Contabi Alliance Inc	Gr8insight	Mars	RSM	Wehoum
ControlHub	Green Business Trade	Maske Energy & Infrastructure	Runa	WherEX
Coopad	Grupo ABVAB	Mattel	Sabroso	Wiser Hub
Corporativo Vulcahierro	Grupo Berríos	Mazmobi	SACSA	Wwof
Credicorp	Grupo Camarena	MedLink.IA	Sage	Xeta
Creditas	Grupo De Barbas	Mercadolibre	SAIGSA	Yacht Experiences
Creekside Capital Ventures	Grupo Out Helping	Methodia	Saito Quántico	Yave
Crehana	Grupo SM	MetLife	SaltPay	Yaydoo
Cromática Coaching	Grupo Tarahumara	Mexico Business News	Sanda	Yeno
Crown	Guay Digital	Mf Vehiculos Eléctricos	Santa Elena Hotel Boutique	Yuhu
Crubyt	Gus Chat	Mibucle	Santo Pan 1542	Zelé
CSIRH	Gympass	Midas App	Secretaria de Economía	ZendesK
CSL Behring	Hakuna	Mind2	Seguros APS	Zubale
Cube Ventures		Monster Energy		Zubut



# ABOUT RUNA

Runa is revolutionizing the workforce in Latin America. We have developed the region's first automated payroll, benefits and human resources software. With Runa, users can process payroll in four clicks in less than fifteen minutes. Our clients can pay their employees and process their labor obligations all without leaving the Runa platform, thanks to our integrations with banks, PACs and the Social Security Bureau (IMSS).

Today, Runa processes more than \$2.1Bn Mexican pesos monthly and pays over 70,000 employees. We serve thousands of companies in a variety of industries, with a range of employees from one to one thousand employees. We also work with our network of trusted partners that includes payroll specialists, accountants, and distributors. Runa is based in Mexico City with offices in the Polanco district.

If you are interested in implementing the Runa software for your organization or would like more information about our services of payroll, managed payroll or benefits please contact us:



[www.runahr.com](http://www.runahr.com)



[info@runahr.com](mailto:info@runahr.com)

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