



CAPABILITY AND COST COMPARISON

Three Ways to Build a Distributed Engineering Team. Side by Side.

DIY Build versus Deel Platform versus TeamStation AI

Every cost is shown. Every capability is mapped. The numbers come from public 2025 United States market rates and from Deel's own published pricing. This document sits next to the TeamStation AI Enterprise Pricing Document and gives finance, procurement, and engineering leadership the math behind every engineer.

READ TOGETHER WITH

TeamStation AI · Enterprise Pricing Document

DOCUMENT

Capability and Cost Comparison

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What does each option actually give your company?

Each row below is something a real engineering team needs. If a vendor does not cover a row, your team has to buy that piece on its own. That costs more money, takes more time, and adds more risk.

✓ Included, no extra cost
 ! Partial, add on, or extra fee
 ✗ Not available
 ⦿ TeamStation AI native

CAPABILITY Service Layer	OPTION 1 DIY Build	OPTION 2 Deel Platform	OPTION 3 TeamStation AI
Direct Engineer Compensation	✓ Included	✓ Included	⦿ Included
Employer of Record and Payroll	✗ Build It	! \$599 plus taxes, benefits, FX, deposit	⦿ Included
Talent Sourcing and Search Engine	✗ Build It	✗ Not Available	⦿ Nebula AI · 2.7M plus Talent Graph
Candidate Evaluation System	✗ Build It	✗ Not Available	⦿ Axiom Cortex Engine
Onboarding Automation	✗ Build It	! Partial Only	⦿ Included
Device Provisioning and MDM	✗ Build It	! Add On · \$99 and up	⦿ Included
Cybersecurity and Access Control	✗ Build It	! Add On Cost	⦿ Included
Delivery Performance Monitoring	✗ Build It	✗ Not Available	⦿ Included
Senior Operator Oversight Layer	✗ Build It	✗ Not Available	⦿ Approx. \$3,200 per month value
Succession and Replacement Coverage	✗ Start Over	✗ Not Available	⦿ Talent Graph On Standby
Secure Latin America Workspace Access	✗ Build It	✗ Not Available	⦿ \$150 to \$450 per month value
Recruiting Coordination	✗ Build It	✗ Not Available	⦿ Included
One Integrated Operating System	✗ Not At All	✗ Not At All	⦿ Full System

The Deel Employer of Record fee of \$599 per month sits on top of salary. Statutory employer taxes and local compliance costs add further. Source: Deel.com pricing, 2025.

What your company pays per senior engineer per month.

Apples to apples. Every cost piece is shown. No black box. No hidden fees. The cards below show the true monthly range for each path for a senior engineer. The full line by line breakdown follows on the next page.

<p>OPTION 1</p> <p>DIY Build</p> <p>\$24,300 to \$45,500 per senior engineer · per month</p> <p>Includes \$500 to \$2,000 per month to lease secure Latin America workspace separately. No evaluation. No oversight. Your team builds and owns every layer on its own.</p>	<p>OPTION 2</p> <p>Deel Platform</p> <p>\$8,500 to \$12,000+ per senior engineer · per month</p> <p>The \$599 fee is just the start. Employer taxes from 10 to 73 percent of salary by country, the 13th month salary, mandatory benefits, FX fees, setup costs, and a refundable deposit all stack on top.</p>	<p>OPTION 3</p> <p>TeamStation AI</p> <p>\$6,920 to \$8,650 per senior engineer · per month · all in</p> <p>Full operating system. Sourcing, evaluation, Employer of Record, devices, security, oversight, plus secure Latin America workspace with \$150 to \$450 per month market value per desk.</p>
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DIY ranges are conservative estimates based on 2025 United States market rates for Latin America engineering operations. Deel rates come from Deel.com published pricing. Continue to the next page for the full cost breakdown line by line.

02 · COST BREAKDOWN · LINE BY LINE

Every cost component, per senior engineer, per month.

Every line a buyer asks about, shown for all three options at the senior engineer level. Continued from the previous page.

PER SENIOR ENGINEER · PER MONTH Cost Component	DIY Build	Deel Platform	TeamStation AI
Engineer Direct Compensation	\$4,800 to \$5,000	\$4,800 to \$5,000	Included
Deel Platform Fee · Employer of Record	\$3,000 to \$6,000	\$599 flat fee	Included
▶ Employer Payroll Taxes	Included above	Plus 10 to 73 percent of salary	Included
▶ Brazil Statutory Burden	Included above	Plus 65 to 80 percent of salary	Included
▶ Colombia Employer Taxes	Included above	Plus 30 to 35 percent of salary	Included
▶ Mexico and Argentina Taxes	Included above	Plus 20 to 35 percent of salary	Included
▶ 13th Month Salary, mandatory	Included above	Plus 8.3 percent of salary	Included
▶ Mandatory Health and Pension	Included above	Plus varies by country	Included
▶ FX Markup and Cross Border Fees	Included above	Plus 1 to 3 percent additional	Included
▶ Setup and Offboarding Fees	Included above	\$625 to \$700 each	No extra fees
▶ Refundable Deposit, upfront	Included above	One month total cost	Not required
Talent Sourcing and Search	\$2,000 to \$5,000	Separate vendor needed	Included
Candidate Evaluation System	\$1,500 to \$3,000	Not included	Included
Device Provisioning and MDM	\$1,000 to \$2,500	\$99 plus add on	Included
Onboarding Automation	\$500 to \$1,500	\$49 plus per month, partial	Included
Cybersecurity and Access Control	\$1,000 to \$2,000	Not included	Included
Delivery and Performance Oversight	\$8,000 to \$15,000	Not included	Approx. \$3,200 per month value
Secure Latin America Workspace Access	\$500 to \$2,000	Not included	\$150 to \$450 per month value
Recruiting Coordination	\$2,000 to \$4,000	Not included	Included
Platform and Operating Margin	Not Applicable	\$49 to \$599 per head	\$800 to \$875
Estimated True Total · Per Senior Engineer · Per Month	\$24,300 to \$45,500	\$8,500 to \$12,000+ true cost	\$6,920 to \$8,650 All In

What a payroll platform leaves out, and what TeamStation AI already covers.

Deel is a strong payroll and Employer of Record platform. That is what it does. But running an engineering team takes a lot more than payroll. The left shows what your company would still need to buy on its own. The right shows what is already running inside TeamStation AI on Day One.

THE DEEL GAP

What your team still has to buy separately.

Deel is a strong payroll and Employer of Record platform. That is what it does. What it does not do:

- ✗ \$599 per month is the platform fee only. It is not the full cost of employment.
- ✗ Employer payroll taxes add 10 to 73 percent on top of salary depending on the country.
- ✗ Brazil alone adds 65 to 80 percent statutory burden on top of base salary.
- ✗ Colombia adds 30 to 35 percent. Mexico and Argentina add 20 to 35 percent.
- ✗ 13th month salary is mandatory in most Latin America countries. That adds 8.3 percent annually.
- ✗ Mandatory health insurance, pension, and severance all pass through separately.
- ✗ FX markup and cross border processing fees add 1 to 3 percent more.
- ✗ Setup fee runs \$625 to \$700 per hire. Offboarding fee is the same again.
- ✗ Refundable deposit equal to one full month of total employment cost is due upfront.
- ✗ Still no sourcing, evaluation, oversight, workspace, or MDM. Build those separately.

Deel plus DIY operations is not cheaper than TeamStation AI. It is messier.

TEAMSTATION AI

What is already running from \$6,920 per month.

Your team gets the full stack. Not a payroll tool with gaps:

- ✓ Nebula AI · 2.7M plus Talent Graph · sourcing running now.
- ✓ Axiom Cortex · Neuro Psychometric Evaluation built in.
- ✓ Employer of Record, payroll, and compliance handled across borders.
- ✓ Device provisioning, MDM, and endpoint security from Day One.
- ✓ Delivery monitoring with the Senior Operator Layer, about \$3,200 per month value.
- ✓ Succession coverage with the Talent Graph on standby.
- ✓ Secure Latin America workspace access in Mexico City, Bogota, Buenos Aires, and Sao Paulo, \$150 to \$450 per month market value per desk.
- ✓ One system. Not eight vendors and a spreadsheet.

Already built. Already running. Your team pays to use it. Not to build it.

04 · THE BOTTOM LINE

One rate. One system. The full engineering operating system in a single number.

The math at the front of this document, the capability map in the middle, and the gap analysis you just read all point to the same conclusion. The summary below ties it together for finance, procurement, and engineering leadership.

OPTION 1 · DIY BUILD	OPTION 2 · DEEL PLATFORM	OPTION 3 · TEAMSTATION AI
<p>\$24,300 to \$45,500</p> <p>per senior engineer · per month</p> <p>You build, hire, and operate every layer in house. No evaluation. No oversight. No platform leverage.</p>	<p>\$8,500 to \$12,000+</p> <p>per senior engineer · per month true cost</p> <p>Payroll and Employer of Record only. The \$599 fee is just the entry point. Eight other vendors still required.</p>	<p>\$6,920 to \$8,650</p> <p>per senior engineer · per month · all in</p> <p>Sourcing, evaluation, payroll, devices, security, oversight, and a secure workspace. One operating system. One rate.</p>

BOTTOM LINE

Engineering output, operating infrastructure, and CTO Office visibility in one rate.

Deel's \$599 fee is just the entry point. Employer taxes, 13th month salary, mandatory benefits, FX fees, setup costs, and a full month refundable deposit all stack on top. True Deel cost runs \$8,500 to \$12,000 plus per month, and your team still needs sourcing, evaluation, oversight, and workspace separately. TeamStation AI delivers all of it inside one number.

\$6,920 to \$8,650
per senior engineer · per month, all in

The only option delivering the full operating system in a single rate, with the Senior Operator Layer and the Talent Graph already in place on Day One.

<p>DOCUMENT 01 OF 02</p> <p>YOU ARE HERE</p> <p>Capability and Cost Comparison</p> <p>The math companion. Side by side capability and cost view of DIY, Deel, and TeamStation AI for finance and engineering leadership.</p>	<p>DOCUMENT 02 OF 02</p> <p>Enterprise Pricing Document</p> <p>The commercial companion. Editions, packaging, and engagement structures across Dedicated Engineer, Engineering Squad, and Enterprise OS commitments.</p>
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