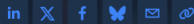


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Partner Disclosure

How Mercans' Commitment To Data Privacy And Anonymized Machine Learning Is Redefining Payroll Security

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Data breaches cost corporations millions each year, and payroll systems remain prime targets for cybercriminals. The global payroll industry faces a crisis of trust. For multinational companies, the stakes rise even higher: a single misstep in handling employee data can trigger fines exceeding €250,000 per violation under the General Data Protection Regulation, alongside irreversible reputational damage.

Mercans, a London-based payroll technology firm, responds to this challenge with a radical focus on data security—one rooted in stateless architecture and anonymized machine learning. This strategy challenges industry norms and reshapes how sensitive employee information is protected.

Why Old-School Payroll Security Fails Modern Business

Most payroll platforms store employee data in centralized servers and process payments through a chain of third-party subcontractors and fragmented software. This model creates a liability. In recent years, organizations have seen more attempted cyberattacks targeting payroll data, with hackers exploiting outdated encryption and poorly managed access controls. Legacy systems create honeypots for hackers and expose companies to regulatory and financial risk. This model creates a liability. In recent years, organizations have seen more attempted cyberattacks targeting payroll data, with hackers exploiting outdated encryption and poorly managed access controls. Legacy systems create honeypots for hackers and expose companies to regulatory and financial risk.

Mercans promises to eliminate the storage of sensitive data entirely. Its proprietary G2N Nova platform stands as a stateless payroll engine capable of processing gross-to-net calculations without retaining personal identifiable information. Unlike traditional systems that archive employee details such as Social Security numbers and bank accounts, Mercans processes data in real time and discards it immediately after calculations.

"Imagine a payroll system that behaves like a digital amnesiac," explains Jacob Scholtz, Mercans' global head of product. "It performs complex computations but retains nothing. No historical records. No session data. Once the payroll is complete, the information vanishes."

Privacy by Design: Anonymized Machine Learning Takes Center Stage

Many technology firms promote artificial intelligence-driven payroll solutions, but Mercans refuses to use public cloud-based models. Instead, it employs self-hosted machine learning algorithms trained exclusively on anonymized datasets. "We don't just avoid storing personal identifiable information, we never even see it in the first place," says Joonas Kessel, Mercans' team lead for back-end development.

The system anonymizes data at the point of entry, stripping details like names and addresses before processing. Machine learning then identifies anomalies, such as mismatched tax codes or irregular hours, without ever accessing raw employee information. This dual-layer method supports compliance while maintaining accuracy.

Security Culture Runs Deep Across the Organization

Mercans extends its privacy focus beyond technology. The company is committed to upholding global benchmarks for cloud security and data privacy. Its layered security model includes multi-factor authentication, real-time fraud detection, and end-to-end encryption for all data transfers. Workstations feature remote encryption, boot-locking software, and strict role-based access controls.

"Security isn't a feature, it's a mindset," asserts Jacob Scholtz. "Every line of code, every process, is designed around the principle of data minimization. We only collect what's necessary, and we destroy it the moment it's no longer needed."

This philosophy shapes the entire organization. Employees store documents in locked drawers, ban local devices from retaining client data, and conduct daily encrypted backups. These measures position Mercans as a preferred partner for Fortune 500 companies and human capital management providers navigating Europe's complex regulatory environment.

Payroll Security Enters a New Phase

Mercans' stateless model sparks broader conversations about the future of data security. Competitors who still use legacy systems face mounting pressure to adapt, particularly as regulations tighten and cyber threats evolve. Mercans continues to develop its AI validation tools and plans to enhance continuous payroll calculations, a system that allows real-time adjustments to salaries and deductions.

"The payroll industry is at a crossroads," notes Scholtz. "Either you cling to outdated methods and risk obsolescence, or you rebuild from the ground up. We chose the latter."

For multinational corporations, the implications stand clear: in a world where data is currency, Mercans offers a vault that cannot be robbed, because it never holds anything to begin with.

Photo Courtesy of Mercans

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