



PREMIUM OFFSHORE OUTSOURCING SOLUTIONS

Our **Talent as a Service** model offers unique benefits:



Establish your own dedicated team in the Philippines, with targeted recruitment based on your specific job description.



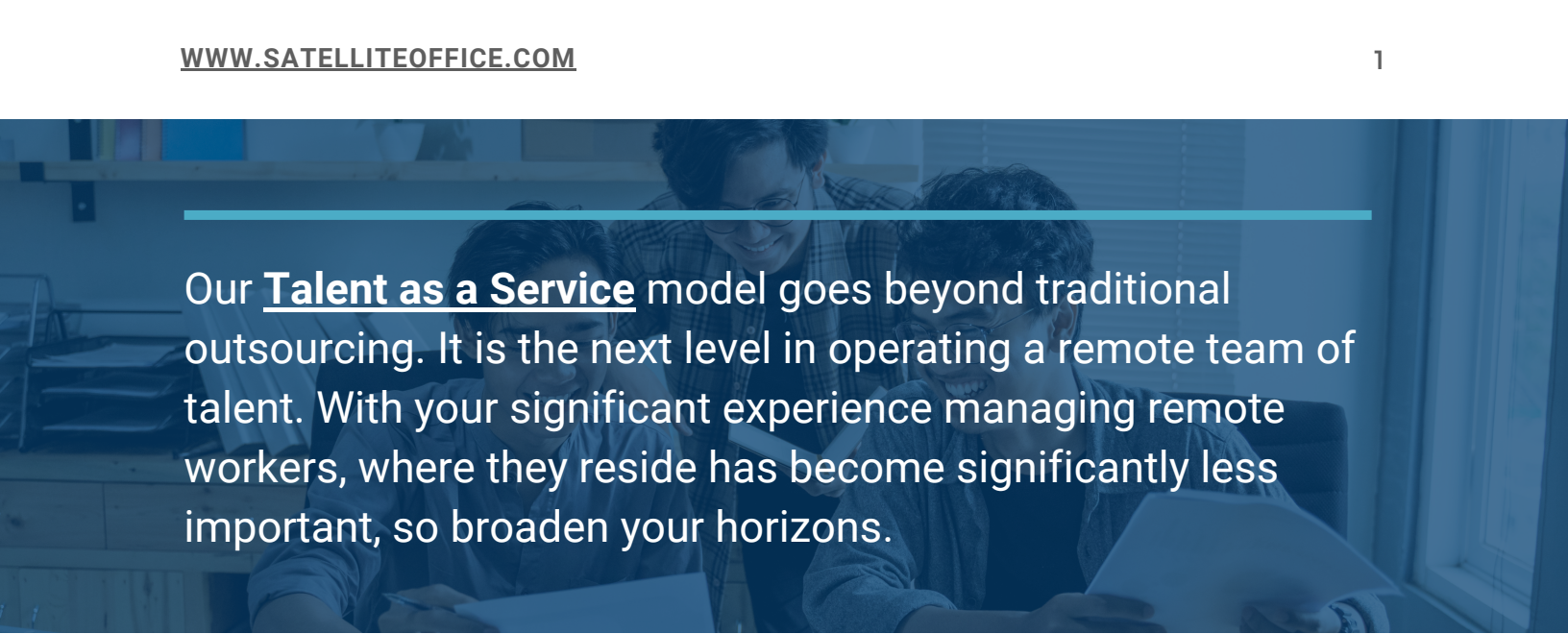
Hire up to 3 offshore resources for the same cost as 1 U.S. based employee. Use our [Savings Calculator](#) to learn how much you can save.



Your dedicated team is legally employed by Satellite Office, and supported with premium facilities, management, HR and IT services.



You have direct control over managing your team in Manila.



Our **Talent as a Service** model goes beyond traditional outsourcing. It is the next level in operating a remote team of talent. With your significant experience managing remote workers, where they reside has become significantly less important, so broaden your horizons.



WE GIVE YOU THE CONTROL.

- Control Choosing Your Resources
- Control Over Your Costs
- Control Over Managing Your Offshore Team



WE BUILD YOUR TEAM BASED ON YOUR REQUIREMENTS.

We recruit the resources based on your specific skills and experience requirements and you get to personally select the people on your team. We offer full flexibility to build Work From Office, Work From Home, or hybrid teams to suit your current mode of operation.

With traditional outsourcing, many times they have a bench of resources that they assign to you so they can start billing for them.



WE HAVE A FULLY TRANSPARENT PRICING MODEL - ONLY TWO COMPONENTS:

1. The Direct Cost of the Employee – Salary + Benefits (No markup – direct pass through)
2. Monthly Solution Fee – Which covers Management, Recruiting, HR, IT/Infrastructure, & Facilities

At Satellite Office we share with you what the competitive salary range is and have you approved the final salary offered to the employee, so you know exactly what your team member is being paid.

With traditional outsourcing companies, they typically quote you an all-in hourly or monthly rate, and you don't know how much of that is going to the employee.



YOU CONTROL YOUR TEAM - THIS IS THE NEXT LEVEL IN HAVING A REMOTE TEAM.

We give you total control over your team. You manage your Satellite Office team exactly like you do your other remote teams. You deploy your processes, training and standards and seamlessly integrate the Satellite Office team into yours. For support, we assign you a Satellite Office Client Service Supervisor to be your point of contact in Manila.

With traditional outsourcing, you have little control and visibility into the day-to-day operation of your assigned resources.

SATELLITE OFFICE PROVIDES FULL OPERATIONAL SUPPORT FOR YOUR TEAM

OUR RECRUITMENT PROCESS FINDS THE BEST CANDIDATES AND LETS YOU CHOOSE YOUR TEAM

Much of our success comes from having an in-depth knowledge of the Philippine labor market, where to find the top talent, and what competitive salaries are. Satellite Office has worked hard to earn a reputation as a great place to work, which helps retain employees and encourage them to refer their friends to apply for open positions.

With any labor market, paying a competitive salary right from the beginning ensures that we can attract and retain the top talent available. Based on your job description, our recruiters develop a competitive salary range, and you determine where in the range you want to be. This helps you control your budget.

WE HAVE A WELL-DEVELOPED PROCESS FOR WORKING WITH YOU TO FIND YOUR RESOURCES:

Research & Recommendation

- Market research on talent availability
- Salary range estimate
- Alignment between Satellite Office and client on role with recommended approach

Hiring Requisition Opened

- Job Descriptions
- Job Advert on various platforms
- Referral program
- Active canvassing for candidates

Talent Sourcing & Screening

- Phone screening
- Video interviews
- Active skills testing
- On-site interviews conducted

Talent Selection

- Candidates shortlisted
- Remote interviews conducted by client

Reference Check Contract Signing

- Candidate Selection

CLIENT SERVICES – YOUR SUPPORT PARTNER IN MANILA

A dedicated Client Services team ensures you have full support in running your offshore team and have an easy to reach the point of contact. Your dedicated Client Services Supervisor will form a close relationship with you and your team and ensure two-way communication takes place whether your team is working in our office or from home.

The Client Services Team supports the following areas:

- Office fit-out
- Signage and branding
- IT and workstation allocation
- Assistance with team building and structure
- Daily communications and monitoring of your team
- Performance Management

FULL HUMAN RESOURCES SERVICES TO SUPPORT YOUR TEAM

Your dedicated team members are employees of Satellite Office. We provide a full portfolio of HR Services to ensure your team is fully supported and feels confident that Satellite Office is a great place to work, where they can grow and thrive.

HR Support Services include:

- Payroll
- Benefits Administration with employee portal
- Learning and Development
- Performance Management
- Employee Engagement
- Rewards & Recognition



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