

MEET THRIVEMODAL:

The Higher Standard for Outsourcing



Your Partner to Unlock the Potential of Top-Tier Global Talent

Accessing global talent is increasingly essential for companies to maintain a competitive edge given the rapid pace of technological advancement, evolving customer demands, and the scarcity of specialized skills within domestic markets. Businesses of all sizes can now tap into the global talent pool to enhance their capabilities while simultaneously generating transformational cost savings.

In a digitally interconnected world, leveraging global talent is no longer just a strategic advantage; it is a necessity to remain agile, adaptive, and ahead of the competition.

Thrivemodal serves as a partner for companies to build and manage their own dedicated teams with top-tier global talent. Our model makes it easy and efficient for companies to unlock the full potential of global talent for their organization.



The Origin

Thrivemodal wasn't created to follow history's outmoded model of outsourcing.

Thrivemodal was founded by entrepreneurs and operators with backgrounds in outsourcing, business services, and private equity. Our founders have a track record of implementing outsourcing solutions with global teams to build and grow their own successful companies. Thrivemodal was established to share our knowledge and experience by empowering business leaders to realize the full potential of global talent for their own companies.

In today's technology-enabled business environment, teams have an ability to collaborate seamlessly and efficiently across offices and locations. Businesses can now utilize global talent to support a wider range of roles and critical business functions than what was possible historically. Our goal is to help companies capitalize on this unique opportunity.



As operators, we are interested in understanding your business and operational goals. This approach allows us to develop solutions that are tailored for your organization, including highly specialized roles and business processes. We do not have upfront costs or require long-term commitments from our clients. Our straightforward model is designed to build long-term partnerships by delivering tangible results.





The Model

Your own dedicated offshore team, tailored to your organization, staffed with the top-tier of global professional talent.

Thrivemodal's Tailored Outsourcing Model

At a basic level, outsourcing is the practice of hiring external employees to perform critical business processes. Outsourcing has evolved over decades to include a variety of models, and advancements in technology are becoming an increasingly important capability in today's business environment.

WHAT IS TAILORED OUTSOURCING?

Tailored Outsourcing allows you to establish your own customized offshore team, operating as a seamless extension of your US-based organization.

Tailored Outsourcing is a model that gives you access to the **top-tier of global talent** through a **customized solution** balancing **control, scalability** and **operational support**.

YOUR TEAM

- Whether it's one role or a team of multiple hires, Thrivemodal works with you to develop an offshore capability where each role is customized to your unique requirements
- You select your dedicated staff from a pool of highly qualified professionals, hand-picked by Thrivemodal's expert team based on your specific criteria

YOUR WAY

- Your team operates as a seamless extension of your organization
- Your team is fully dedicated to your company, adhering to your processes and focused solely on your business objectives

YOUR PARTNER

- Thrivemodal handles everything to staff, implement, onboard, and equip your team for success
- After your team is onboarded, you have a dedicated account manager from Thrivemodal, supporting your staff on the ground, providing you with ongoing visibility, and ensuring your team is meeting your operational goals

How Thrivemodal Helps Your Business Grow

Thrivemodal allows you to unlock the potential of global talent to drive growth and maintain a competitive edge.

With Thrivemodal you can supplement and **enhance the capabilities of your organization while generating substantial and immediate cost savings.**



Access to Top-Tier Global Talent

Your own customized team, staffed with top-tier global talent, hand-picked based on your unique criteria



Transformational Cost Savings

60-70% cost savings, realized on day one



Performance & Efficiency

A seamless extension of your US-based operations, supporting your team to reach their full potential



Growth

Higher profitability to reinvest in your company's growth with the scalability of a dedicated offshore team to support your organization

Essentials of Our Tailored Outsourcing Model

Thrivemodal's Tailored Outsourcing model is a turnkey solution. We do all the heavy lifting (with no upfront costs to you) to design, staff, and onboard an offshore team tailored to your business.

Our Tailored Outsourcing model is a **customized solution** that gives you a **high degree of control and flexibility** while **supporting your team with dedicated operational resources** to **maximize performance on an ongoing basis.**

Full end-to-end recruitment services.	Thrivemodal
The client will handpick their team from the candidates shortlisted by Thrivemodal's recruitment team.	Client
Employer of staff and legal liability in the Philippines.	Thrivemodal
Equipment, work floor, workstations, assets and internet supplied. No CapEx required from the client.	Thrivemodal
Client will be responsible for process and product training, Thrivemodal's Learning and Development team can conduct soft skill development training such as communication, leadership and culture training.	Client Thrivemodal
HR and payroll services.	Thrivemodal
Full IT support.	Thrivemodal
Operational control over deliverables.	Client
Ongoing operational support.	Thrivemodal

The Unmatched Talent Potential of The Philippines

Outsourcing to the Philippines has seen a remarkable rise in recent years, and the country has an established history as a global leader in the industry.

Just a few examples of companies that have operations in the Philippines include:

accenture



DELL
Technologies

Deloitte.

EY

Google

IBM

Infosys®

Johnson&Johnson

JPMorganChase

KPMG



MAERSK



Thomson Reuters

United
Healthcare

WELLS
FARGO



The Philippines has a variety of characteristics that make it an attractive hub of global talent.



Language: English is the primary language in the Philippines for businesses, government operations, and educational institutions



Shared Cultural and Economic Ties: The Philippines has long-standing national and economic ties to the United States. These strong cultural connections help to foster natural workplace compatibility.



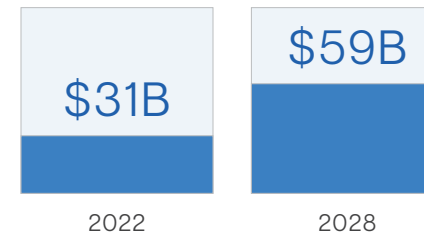
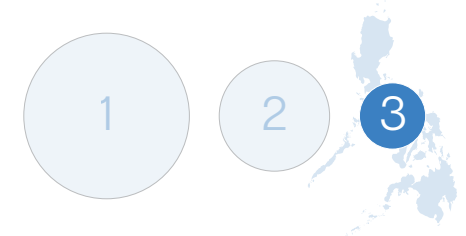
Highly Skilled Workforce and Education: The Philippines boasts a labor force of 50 million and a large population of highly educated, experienced professionals. The country's literacy rate is over 97%.



Cost of Living: The cost of living in the Philippines is significantly lower than in the United States. Outsourcing allows you to attract top talent with an employment cost savings of up to 70% while also creating meaningful employment opportunities for professionals in the Philippines.

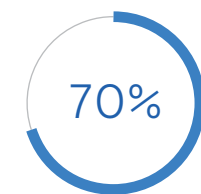
Fortune 500 companies have already identified the Philippines as a key component of their operations. Increasingly, forward-looking middle-market companies are adopting outsourcing solutions to tap into this strategic center of global talent.

The Philippines is the **3rd** largest English-speaking country in the world.¹



By 2028, the Philippines' is projected to bring in **\$59B in revenue** from the outsourcing industry.²

There's been a **70% cut in labor costs** by outsourcing to the Philippines.³



¹ The Embassy of the Republic of the Philippines, 2024.

² BusinessWorld, IT-BPM industry and outlook, 2023

³ Outsource Accelerator, How outsourcing can cut labor costs by up to 70%, 2024

The Offer

We make the process of building an offshore team simple and stress-free.

Our turnkey solution handles everything – from sourcing talent in the Philippines to fully integrating your new team into your operations. The best part? Thrivemodal runs the entire recruitment process with no upfront costs, allowing you to review and select candidates confidently while freeing you from the costs and complexities of building and implementing an offshore team.

With nothing to spend and everything to gain, Thrivemodal is your complimentary gateway to the modern age of global talent.



Leverage Our Expertise

Our founders are entrepreneurs with a track record of implementing offshore outsourcing solutions successfully for their own companies prior to starting Thrivemodal. Our management team comes from decades of experience in the business process outsourcing industry in the Philippines, focused on supporting industry-leading US companies.

As a first step in working with Thrivemodal, you get the benefit of our experience in understanding your company and business objectives to design an outsourcing solution tailored to your organization.



Top-Tier Talent Hand-Selected by Our Expert Team Based On Your Unique Criteria

At the heart of our success is our dedicated talent acquisition team. Our recruitment specialists are based in the Philippines and come from decades of experience recruiting skilled professionals for Fortune 500 companies. Our local boots-on-the-ground presence gives us direct access to the region's most qualified professionals and enables us to tap into a talent level that's almost impossible without a strong local network.

- Our specialists run a rigorous process for sourcing, screening, and evaluating potential candidates based on your specific criteria
- We present you with candidate recommendations, hand-selected by our team based on your unique requirements
 - If you would like to interview candidates, we coordinate the entire process for you and your team
- **You have the option to select one of the hand-picked candidates we present for your team**
- **You only proceed if you are 100% satisfied**

Seamless Integration & Operational Support

Thrivemodal handles everything to implement, onboard, and equip your team for success.

After your team is onboarded, you have a dedicated account manager from Thrivemodal, supporting your staff on the ground, providing you with ongoing visibility, and ensuring your team is meeting your operational goals.





Satisfaction at the Heart of Every Partnership

Our model is structured to remove all barriers to entry and make it easy for companies to realize the transformative impact of global talent for their business.

In our tailored outsourcing model, **Thrivemodal does all the heavy lifting to design, recruit, staff, and onboard your customized offshore team.**

From customized skills tests to interviews and final selections, you're free to explore the best alternatives and build your ideal offshore team with an experienced partner.

With no upfront costs, you have the option to proceed only if you are fully satisfied with the candidates and solution we have presented.

We earn long-term partnerships by creating value and delivering results. **We will never require you to sign a long-term contract.** Only continue working with us as long as you're fully satisfied every month with the performance of your dedicated staff.

No long-term commitments.

No hidden fees.

No obligations.

Not a single payment until you see value every step of the way.

The Process

As a first step, our leadership team takes the time to understand your business objectives and develop a customized profile of the optimal roles for your offshore team.

From there, you benefit from Thrivemodal's experience to follow our simple but highly effective process.

You are presented with a tailored set of candidate recommendations hand-picked by Thrivemodal based on your unique criteria.

You have full control and flexibility with no upfront investment, while Thrivemodal does all the heavy lifting to recruit, hire, onboard, and equip your team for success.



Here's how Thrivemodal works through the outsourcing process from start to finish:

Step
1

Initial Consultation: Understand the specific needs and roles you want to fill.

Step
2

Talent Sourcing: Reach out to potential candidates through various channels.

Step
3

Candidate Presentation: Review a curated list of top candidates.

Step
4

Interview Coordination: Handle logistics for interviews and assessments.

Step
5

Final Selection: Make the final decision and proceed with onboarding.

Step
6

Ongoing Support: Ensure smooth integration and performance of the outsourced team.



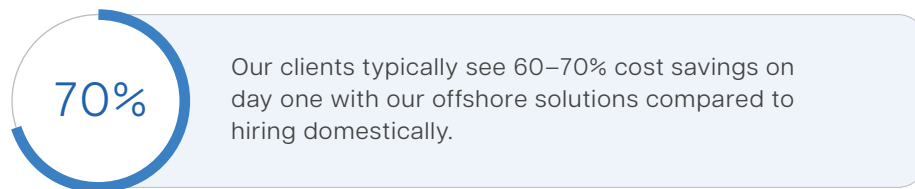
The Results

Top-Tier Talent

Through Thrivemodal, you get access to the best of the global talent pool. By leveraging our capabilities, you can supplement your team with talent that matches your unique criteria, including a range of experience and qualifications that is otherwise limited domestically. With professionals who hold the same certifications, degrees, and native English fluency as their U.S. counterparts, many of whom already have experience working with American companies, your business can completely sidestep the high costs and limitations of local hiring.

Transformational Cost Savings

The financial benefits are substantial and immediate once you complete your first hire with Thrivemodal. Our clients typically see **60–70% cost savings on day one** with our offshore solutions compared to hiring domestically. With multiple hires, the cost savings and incremental profitability quickly become transformational for your company.



Performance & Efficiency

By delegating resource-intensive business functions to offshore teams, you will have more resources to focus on your business priorities and objectives. Thrivemodal allows businesses to reclaim valuable time that would otherwise be spent managing routine tasks, letting your core team concentrate on high-priority projects as your offshore team balances the workload. With your own dedicated offshore team, Thrivemodal provides you with a solution to manage attrition and minimize the costly impact of rehiring and retraining employees. With Thrivemodal, you have a partner to provide ongoing visibility and help manage your team to ensure they are meeting your operational goals.

Growth

Implementing tailored outsourcing with Thrivemodal unlocks growth that would be difficult to achieve otherwise.

Incremental profitability and cash flow from cost savings are realized on day one and can be reinvested in growth.

The strategic capability of a dedicated offshore team gives your organization the additional resources and scalability to support a new level of growth for your company.

Actual Roles, Real Returns

Example of cost savings on an illustrative role



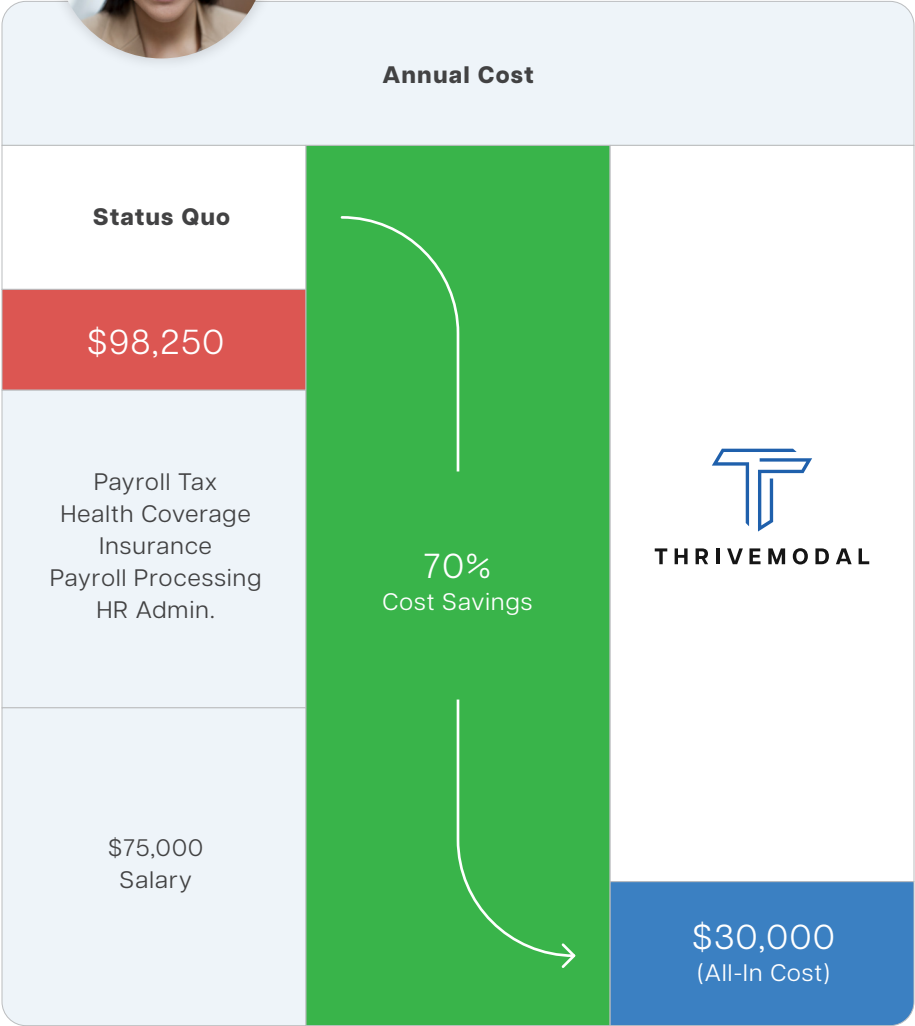
Experienced Accountant

Key Responsibilities

- General ledger management
- Month-end closing process
- Financial reporting
- Audit and compliance
- Account reconciliation
- Process improvement
- Analysis and support

Qualifications

- CPA and bachelors’ degree
- Minimum 5+ years progressive accounting experience
- In-depth knowledge of US GAAP
- Expert proficiency in accounting & ERP systems



Actual Roles, Real Returns

Example of cost savings on an illustrative role



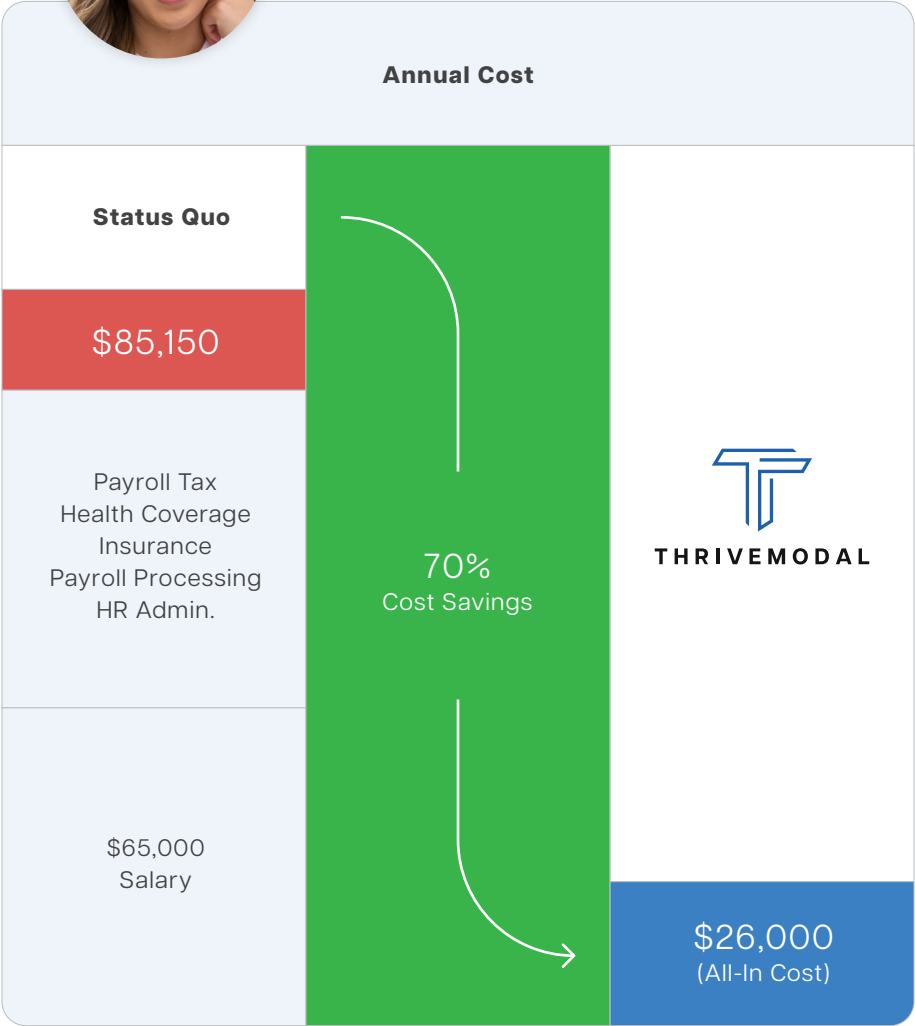
Executive Assistant

Key Responsibilities

- Calendar and schedule management
- Communications
- Project management
- Travel and event coordination
- Document preparation
- Research and analysis
- General and administrative support

Qualifications

- Minimum 5+ years experience
- Project management experience
- Excellent verbal and written communication



Actual Roles, Real Returns

Example of cost savings on an illustrative role



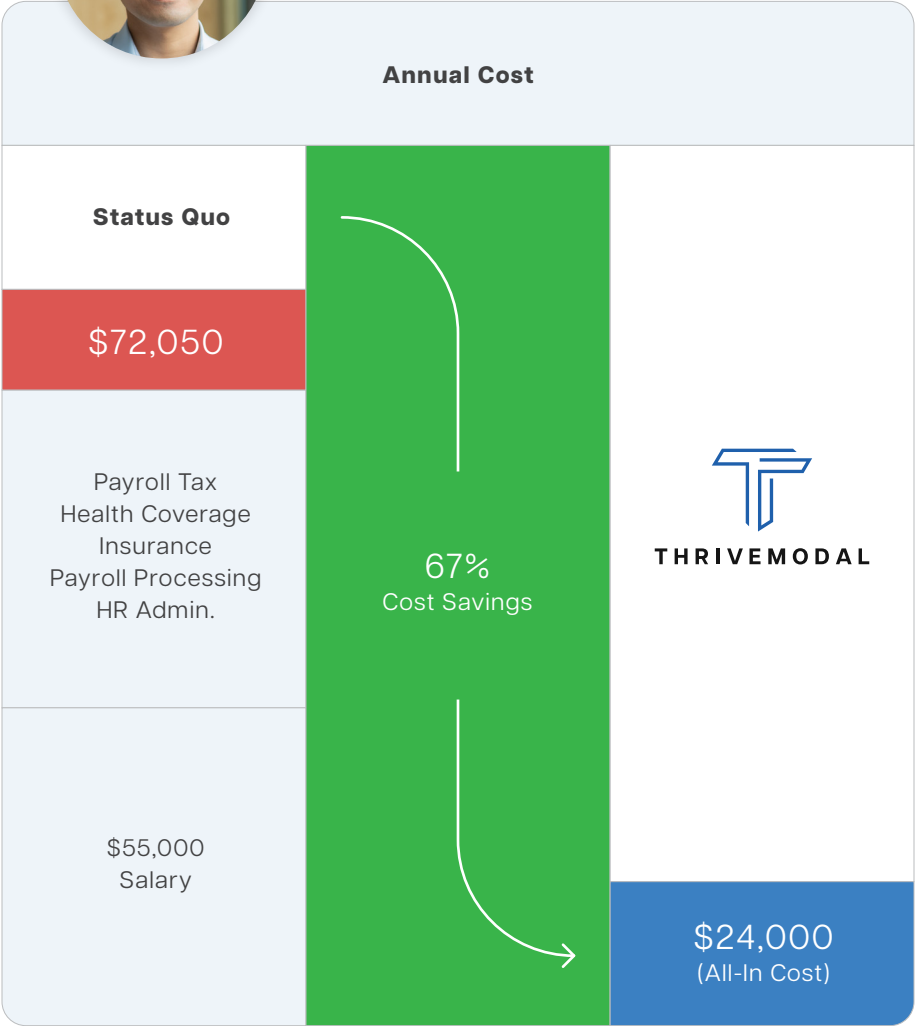
Logistics Coordinator

Key Responsibilities

- Load building
- Appointment scheduling
- TMS portal management
- Track & trace
- POD collection
- Customer service & reporting

Qualifications

- Minimum 5+ years experience
- Highly proficient with TMS systems
- Excellent verbal and written communication
- Superior attention to detail



The Support

Our commitment doesn't end after the hiring process.

Thrivemodal is positioned to remain a dedicated partner in the ongoing performance of your new offshore team. We aim to provide consistent visibility into your team's day-to-day, confirming everything runs smoothly, from onboarding to execution, for years to come.

Leverage Our Best Practices

With years of hands-on experience including developing offshore solutions as entrepreneurs and operators for our companies, Thrivemodal is uniquely positioned to help clients design, implement, and manage their own dedicated offshore capability. Through our turn-key solution, you will benefit from our experience to guide you through every step of an efficient process.

Work Alongside a Dedicated Account Manager

Meet your direct point of contact and essential link between your team and your offshore staff. Your account manager serves as your eyes and ears on the ground, working closely with each offshore team member to ensure they meet your goals and have the support needed to excel.

Your account manager actively collaborates with the team to monitor performance, address challenges, and provide feedback.

With Thrivemodal, you get an optimal balance of control over your offshore team with ongoing operational support.



Receive Routine Performance Metrics

From the outset of our partnership, we'll collaborate to establish clear and comprehensive expected outcomes that align with your business objectives and offshore goals. Regular updates on productivity keep you informed of your offshore team's progress and performance.



CASE STUDY

Client Company Overview

The Thrivemodal client is a third-party logistics company providing specialized logistics services to commercial shippers across North America.

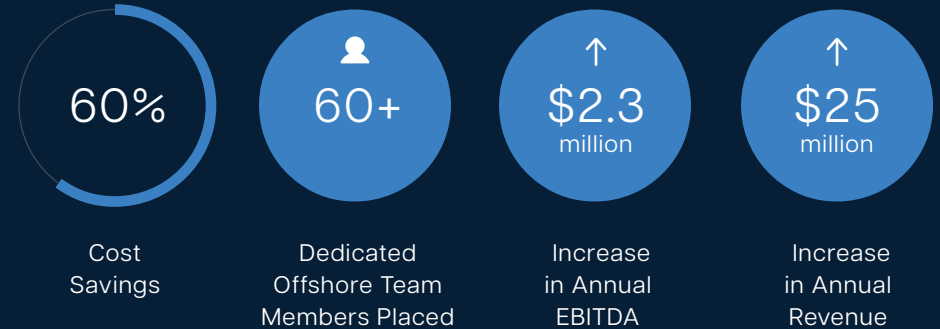
The Challenge

The client was struggling to support growth despite strong demand from customers. Their team was having difficulty finding experienced staff for critical operations and accounting roles. When the company was able to find qualified employees they faced challenges with attrition and high labor costs to retain quality talent. Time and resources were being wasted rehiring and retraining staff as opposed to supporting customers and developing key employees.

The Objective

The leadership team wanted to find qualified, full-time staff with relevant skills and experience to fill key roles in operations, accounting and customer service. The company was seeking to elevate the level of talent and productivity in the organization with a cost-effective solution that would enable long-term growth.

The Results



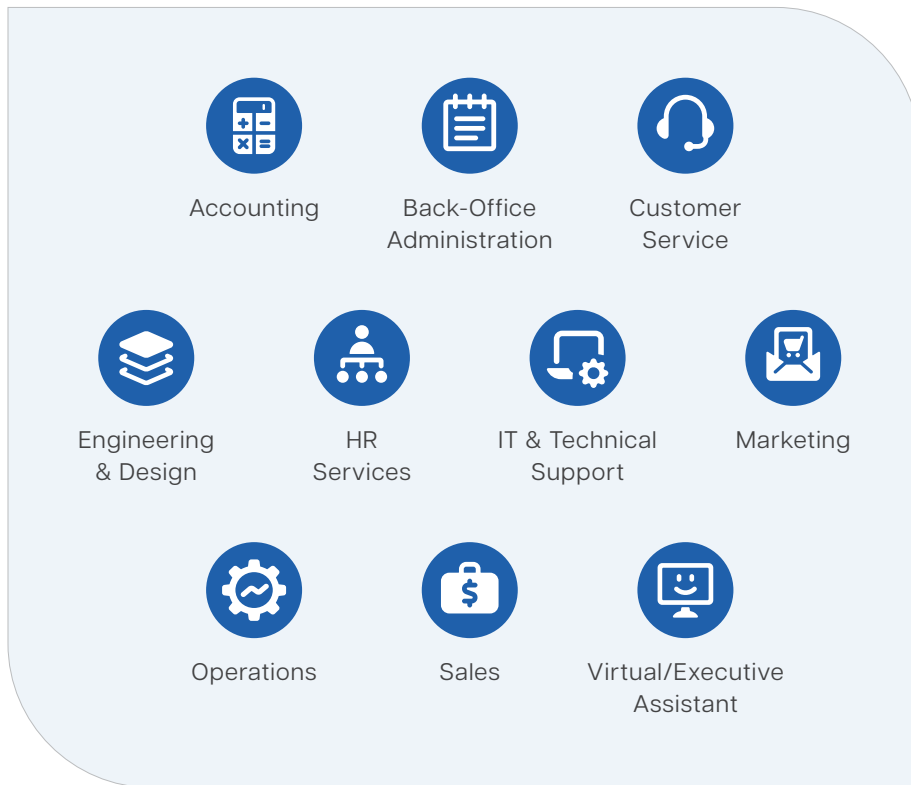
Critical roles and business functions handled by the company's dedicated offshore team:

- Customer service
- Track & trace
- Carrier sales
- Accounting
- After hours support

The company grew from one offshore employee to over 60 in a few years. Over that time period annual revenue increased by over \$25 million. The company filled critical operations, accounting and customer service roles with a dedicated offshore team individually selected based on their unique criteria. By implementing a customized offshore solution the company achieved 60% cost savings resulting in \$2.4 million of incremental annual EBITDA.

Teams

Thrivemodal has successfully designed and implemented a variety of offshore solutions for our clients. Our experience enables us to identify and retain the top-tier professional talent that is aligned with your goals and requirements. As a first step, you have an opportunity to meet with Thrivemodal's senior management team to design and profile the optimal roles for your customized offshore team.



Professionals worldwide are upskilling to meet and even surpass U.S. standards – to stay competitive, businesses need to adapt quickly.



The Future

If you're concerned about how your customers will react to offshore hires, rest assured that globalization is already reshaping expectations. As we peer into the years ahead, it's clear that geo-gating talent is becoming a thing of the past. Professionals worldwide are upskilling to meet and even surpass U.S. standards – to stay competitive, businesses need to adapt quickly.

At Thrivemodal, we give companies a chance to soar past their competition with access to the unmatched potential for growth and realized revenue – at no upfront cost. This is where the world is headed, and those who embrace it now will be at the forefront of a new era of outsourcing.

The window of opportunity to gain an advantage by tapping into global talent will inevitably close. Will you be one of the thought leaders who take action now to reap the rewards?

Ready to take the next step? [Contact us today](#) and join the ranks of forward-thinking companies at the vanguard of a globalized workforce.

GET IN TOUCH