

# WHAT IS MANAGED CAPTIVE

Your own offshore delivery center (ODC) without setting up a legal entity in foreign land.

Complete incorporation of HR policies, handling payroll processing, and ensuring compliance.

An economical alternative to outsourced engagements.

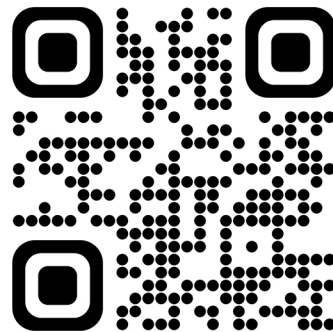
Dedicated resources chosen by and reporting directly to your onshore team.

Infrastructure and facilities setup as per the Industry standards.

Optimized transparency, flexibility, and insightful reporting.




## SCAN QR FOR DETAILS



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## MANAGE CAPTIVE SOLUTIONS PVT. LTD.

**One-Stop Solution for Seamless Offshore Hiring,  
Payroll, Administration, and Compliance.**

# KEY BENEFITS

## COST SAVINGS & TRANSPARENCY

- Lower resource cost and overhead.
- Total openness and flexibility on resource utilization.

## IMPROVED OPERATING MODEL

- Greater control and visibility into day to day activities.

## HIGH TALENT POOL QUALITY

- Higher quality dedicated resources.
- Dedicated hand picked talent of your choice.
- Lower attrition rate of resources as they work directly for your company.

## KNOWLEDGE RETENTION

- Retain the ability to manage your service/process internally.

## PROTECTION OF INTELLECTUAL PROPERTY

- Eliminate third party unsupervised access to information.
- Keep operations under your own control; reduce risks.

## FLEXIBILITY TO ACCESS RESOURCES ONSHORE

- Option To Bring resources onsite needed for specific durations.
- Onshore Services at Offshore Rates: Additional Per-Diem and Travel Costs.

# OUR SERVICES

MCS will setup the captive unit by

- Providing office facility.
- Work Desks, cafeteria, conference rooms, break areas etc.
- Infrastructure setup.
- Desktops/Laptops, Phones/VoIP, Internet Access, VPN / Dedicated leased lines, Software etc.
- Establish policies and procedures confirming client's standards.
- Performance appraisals, leaves, training, benefits and other HR policies.

## Ongoing Management Oversight

- Align with client roadmap.
- Ensure compliance to laws of the land.
- Provide cultural alignment.
- Mentoring and coaching of resources.
- On-ground presence for quick decision.

### Technical Proficiency

- Product development assessment & recommendations.
- In-house technical training for captive resources.
- New tech stack & innovation ideas.

### Human Resource

- Managing recruitment process.
- Defining HR processes local compliance.
- Defining and managing the development plans and appraisals.

### Operations

- Modern office space with premium seating.
- On boarding – (welcoming activity).
- Weekly governance calls.
- Planning and scheduling training as needed.

### Reporting & Billing

- Payroll processing in accordance with compliance standards.
- Maintaining a separate chart of accounts.
- Timesheet consolidation for Finance and billing.
- Total transparency on costs and expenses.



Outsourced Model	Vs	Captive Model
Resources and delivery managed by the vendor.	<b>Management</b>	Resources and delivery managed by the client.
Low visibility into individual activity, vendor managed project management tools.	<b>Transparency</b>	Total transparency and control of activity.
Flexible; on demand resources as needed.	<b>Resource/Flexibility</b>	Semi-flexible; Recruitment lead time required.
Limited to competency of vendor as well as availability.	<b>Resource/Capability</b>	Control of composition, skill level, and experience of resources.
Predefined changes in scope or priority require new costs.	<b>Delivery Time &amp; Scope</b>	Full Time resources can be cross trained.
Limited; Usually communication with single point of contact.	<b>Interaction</b>	Treated like employees and management structure is tailored based on client culture.

