

THE US LEADER IN BUILDING GCCs



WHAT IS A GCC?

GLOBAL CAPABILITY CENTER

Global Capability Centers, known as GCCs, are the disruptive solution to the traditional outsourcing model. GCCs build talented, cost-effective teams as an extension of your team, a global team.

Unlike other services that build commoditized resource pools, GCCs are effective assets that focus on productivity and add value to your organization. We will customize your solutions to fit your needs in either a BOT, Managed Service or GCC-as-a-service model.

SMC2's approach is built on years of experience leading high-performing global tech teams.

BENEFITS OF

GCC-AS-A-SERVICE

- ✓ **Achieve 90% Retention Rates**
- ✓ **Gain Immediate Savings at 1/3 of the cost of US Contractors**
- ✓ **Meet escalating business demands with dedicated Teams**
- ✓ **Experience strategic risk-free commitment with no up-front capital investment**
- ✓ **Transition employees onto your own payroll with our right-to-hire option**

BUILD

Our team will establish the foundation of your India presence with a branded office space and a secure business infrastructure. We recruit-to-fit and form a focused, dedicated team for the core capabilities you select.

OPTIMIZE

We foster success with trainings, certifications, and leadership development. SMC2's proprietary "Enablement" program guides both local and global leaders and teams to work efficiently and effectively as one team.

TRANSFER

With the option to transfer after our three-year model, we transition employees into your organization. You attain further savings at "True Cost" with an optimized team, setting you up for long-term success in your environment.



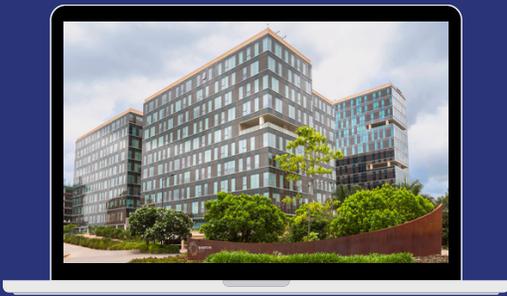
CONTACT US FOR MORE INFORMATION

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MOVE AWAY FROM A ONE-SIZE-FITS-ALL SOLUTION

LEARN HOW WE CAN SUPPORT YOUR BUSINESS INITIATIVES



BOT GCC

- Build/Optimize/Transfer Model executed in 3 years
- All-inclusive services and pricing
- Risks owned by SMC2 as we build and optimize team
- No capital investment
- No valuation fees at transfer
- Right to hire terms
- 50 - 2,500 tech and business team members on track to become internal employees
- Estimated blended cost at transfer \$25/hour all inclusive

GCC-AS-A-SERVICE

- Flexible a la carte model allowing you to choose from the services below.
- For companies that already own a legal entity in India or intend to establish one soon.
- SMC2 recruits the team and hires directly onto your payroll
- SMC2 provides Enablement support throughout
- Our core US and India team drives outcomes specific to your needs

MANAGED GCC

- Start with as few as 5 engineers
- Same recruit-to-fit, dedicated team model as a full BOT GCC
- Allows companies to crawl-walk-run with the GCC concept
- Proves and demonstrates success with an alternative to vendors and offshore
- Managed team works seamlessly with internal teams
- SMC2 shared services provide all operations support
- Efficient team launch

GCC-AS-A-SERVICE OFFERINGS

STRATEGY

With **Strategy-as-a-Service**, SMC Squared will design and develop your global game plan that identifies opportunities to align with your short and long-term goals. We create a concise plan of action and implement operating and governance models to guide your team. Our Design Phase defines a customized solution, optimizing your costs.

TALENT

Deploy and manage our best-in-market talent acquisition, hiring, and retention team, polices, and process. We recruit-to-fit every position based on skills, experience and culture match. With **Talent-as-a-Service**, our in-house HR and Recruiting guide local and global leadership with plans and processes to attract talent with local best practices.

WORKSPACE

For companies looking to identify and establish a global headquarters, SMC Squared offers **Workspace-as-a-Service**. We will design, source, build, and fully manage an office that represents your brand, culture and global initiatives. This service requires no up-front capital as we leverage co-developer and SEZ to ensure quality and pricing.

OPERATIONS

Honing in on our expertise in India since 2006, SMC Squared excels in implementing best practices to run best-in-class GCCs. **Operations-as-a-Service** provides clients with the practical know-how needed to successfully run your workplace. We manage end-to-end all local operations so the GCC teams can focus adding value to business.

CORPORATE

SMC Squared guides you through the many phases needed to establish your legal entity, including Incorporation, Government Approvals, Banking Set-up, and more. **Corporate-as-a-Service** provides all Finance, Accounting, and Compliance services to manage the GCC.

LEADERSHIP

Leadership-as-a-Service helps clients who may already have a GCC established, ensure success in not only managing the center but in empowering the global teams to work as one. Unlike our competitors, we focus on value, productivity, and people first - helping to eliminate risk and meet or exceed the productivity and quality of your US-based teams.