



**CS & Clarks**

# OFFSHORE

**[admin@csandclarks.com](mailto:admin@csandclarks.com)**

**[www.csandclarks.com](http://www.csandclarks.com)**

# Why Offshore?

**Exceptional Cost Saving**  
**Hassle Free Operation**  
**Scalability and Flexibility**

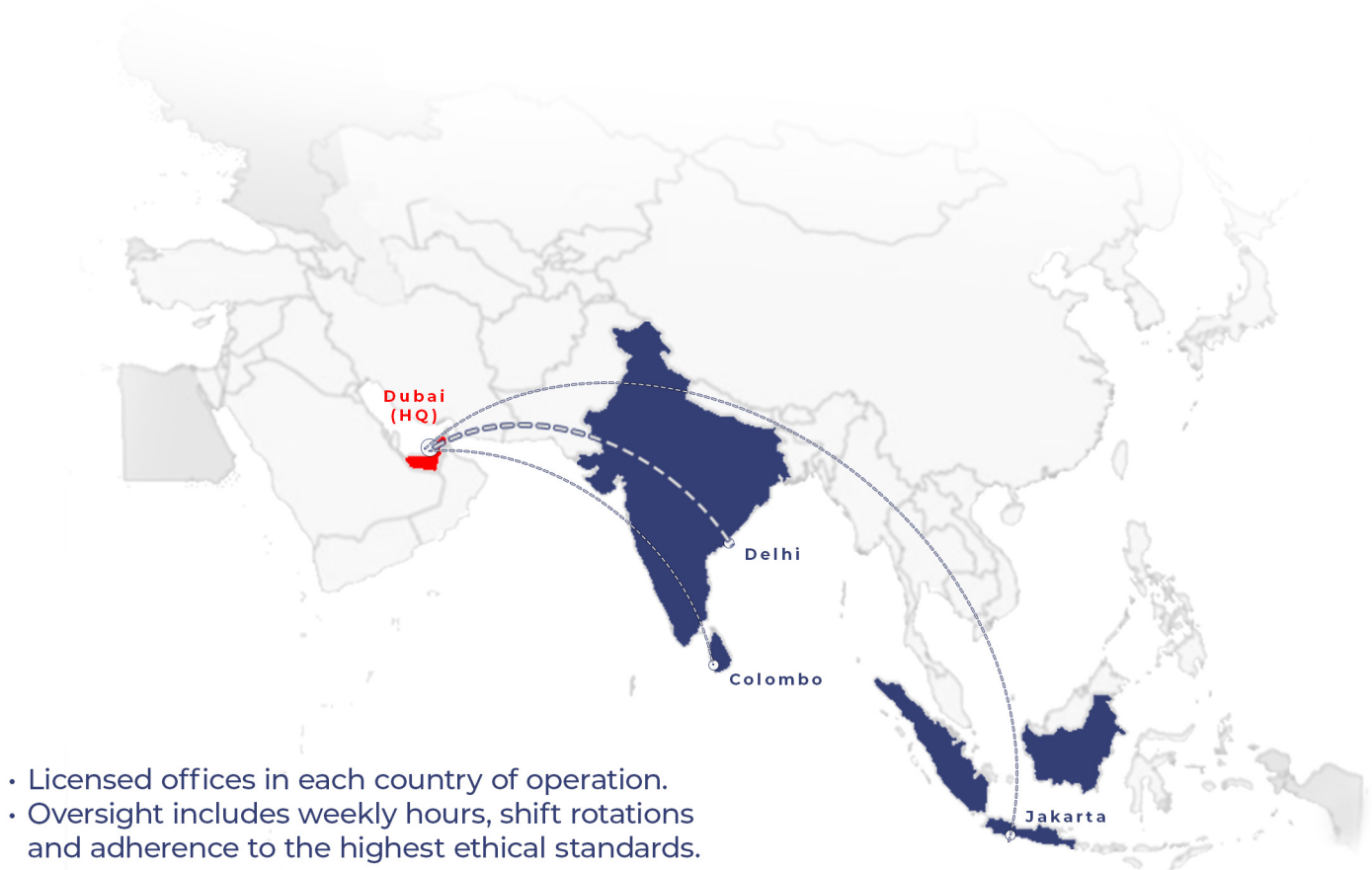
Discover the power of offshoring with our tailored solutions in

**Indonesia**

**India**

**Sri Lanka**

Our services address your key business challenges while offering significant advantages:



- Licensed offices in each country of operation.
- Oversight includes weekly hours, shift rotations and adherence to the highest ethical standards.

# Advantages of Offshore



## Exceptional Cost Savings:

### Turn these savings into revenue

- Base salary (at least 70% less)
- Visa costs turned into profit
- Residency costs turned into profit
- Medical insurance costs turned into profit
- Annual air ticket costs turned into profit
- Provisions for gratuity turned into profit
- Housing and transportation costs turned into profit
- Office rental costs turned into profit



## Hassle-Free Operations:

### Focus on what matters

- No more WPS compliance issues
- No more naturalization quotas
- No more office space challenges
- No more payroll processing
- No more shift management
- No more attendance management



## Scalability and Flexibility:

### No lock-in contracts

- Expand or reduce based on seasonal needs
- Exit whenever necessary
- Enjoy a 24h/7 flexibility around your schedule



# Our Commitment

## EXPANDED TALENT POOL

### Legal and Ethical treatment

Our personal presence as a licenced Operator of Employees and Offices ensure the highest standards of employment and ethical treatment.

### CS and Clarks,

employees the professionals and will provide them all their legal rights such as Social Security, taxes, leaves management etc.

**All Professionals will be enrolled in the country's Social Security.**

## FAQ

### What if we need to issue an expensive IT asset?

IT assets are directly billed to the client. Upon the staff's departure, the asset must be returned to CS & Clarks.

It will then either be returned to the client or reassigned to the next recruit.

### How do you address legal and ethical standards?

We are committed to upholding the highest legal and ethical standards through our Ethical Treatment Commitment.

This includes: Adhering to the best practices and standards in the local country.

Providing a healthy, supportive, and inclusive working environment.

Maintaining an on-ground presence to ensure compliance with our rigorous standards.

### Are you licensed in the countries of operation?

Yes, we are fully licensed operators with a direct presence in Indonesia, India, and Sri Lanka to ensure full legal compliance.

We manage our operations directly and do not engage third parties.

Our commitment to ethical and legal practices underscores this approach.

### Can I find all the talents I'm looking for?

With access to a combined talent pool of approximately 2.5 billion people across Indonesia, India, and Sri Lanka, we provide unmatched recruitment opportunities



**CS & Clarks**

**[admin@csandclarks.com](mailto:admin@csandclarks.com)**

**[www.csandclarks.com](http://www.csandclarks.com)**