



2019

US Labor Savings Report
for Finance & Accounting

**CREATING VALUE
WITH NEARSHORE
OUTSOURCING FROM
COSTA RICA**

auxis
CONSULTING & OUTSOURCING



Given the great success Auxis has experienced with multiple North American organizations that have outsourced their Finance Operations to our Nearshore Center of Excellence in Costa Rica, we believed it was worth spreading the word to other companies that could benefit from this growing model.

It's not a secret that the United States is a high-cost, competitive labor market where young professionals are looking for more engaging and rewarding careers. The decision of outsourcing is not just about cost reduction anymore. It's about expanding your access to specialized talent, best practices and technologies to optimize your back office while increasing your team's focus on value-creation activities.

This report will provide you with a detailed cost comparison of the United States costs versus Costa Rica for the accounting transactional positions that would typically be outsourced. You will find the savings opportunity to be significant, in addition to other key benefits as the ones previously mentioned.

We welcome the opportunity to discuss your current finance operation and how this model can apply to your specific organization.



Eric Liebross

Senior Managing Director,
Business Performance Optimization

A handwritten signature of Eric Liebross in black ink, written in a cursive style.

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About Auxis

WHY FINANCE & ACCOUNTING OUTSOURCING?



The CFO Challenge

Evolving into a true business partner while fighting the war on talent

CFOs and Finance Executives throughout the United States are under mounting pressure to optimize costs, improve productivity and increase their team's ability to drive greater business value quickly.

The typical Finance Department is spending more than 70% of its team's time on highly transactional (and often, manual) activities. Wouldn't CFOs rather have their employees spend more time providing business insights and analyzing operating variances, and less time doing reconciliations or processing invoices?

In order to change this balance, finance executives are increasingly transforming their back office operating models to become more agile, strategic, and innovative.

Achieving this transformation has become even more challenging by the fact that unemployment is at its lowest level in nearly 50 years, making talent acquisition and retention more difficult.

91% of finance leaders reported challenges finding skilled professionals

— Robert Half 2019 Salary Guide for Accounting and Finance Professionals



Nearshore Outsourcing

Paving the Way to a Modern Finance Organization


Traditionally, outsourcing has proven to be a successful method for organizations of all sizes and across all industries to achieve cost and process efficiencies from their back office operations. Shared Services has become the de facto model for Fortune 500 organizations to help deal with the challenges previously mentioned.

Organizations are increasingly relying on their outsourcing providers to bring innovation, new technologies and best practices to drive greater productivity efficiencies. This shift has allowed their internal finance teams to become better business partners by delivering stronger analytics and deeper insights for proactive decision support.

In order for outsourcing to work well, Auxis firmly believes in the strategic advantages of Nearshoring vs. Offshoring. In fact, according to Deloitte's CFO Signals (2018),¹ US CFOs expect that **44% of their finance workforce will work from nearshore locations three years from now.**

Over the last two decades, Latin America has emerged as a major destination for back office operations with over 25% of the global outsourcing destinations being located in the region. This rise has been driven by a combination of geographic proximity, cultural affinity, cost attractiveness and a quality labor pool.

¹ Global CFO Signals tracks the thinking and actions of leading CFOs – representing North America's largest and most influential companies – across four predominant areas: Business environment, company priorities and expectations, finance priorities, personal priorities.



“On average, organizations are managing **83%** of their Finance & Accounting function under a Shared Services or Outsourcing model, and **59%** are planning to increase their reliance on BPO”

Costa Rica

The Premier Alternative for Finance Back Office Operations

San Jose, Costa Rica has been consistently recognized as the number one nearshore destination for North American organizations by multiple research firms including Tholons and A.T. Kearney. Starting in 1999 with Procter & Gamble, Costa Rica has become a primary hub for Finance & Accounting Operations with leading enterprises such as Amazon, Cargill, DHL, Equifax, 3M, and Walmart that have chosen to place their Shared Service Centers in the country. The Costa Rican government estimates the amount of Finance Shared Service Centers in the country to be over fifty. In addition to this large corporate presence, Costa Rica is also the #1 country in Latin America for English proficiency, which has led to almost 100% of the employees in multinational companies being local citizens.

Given the great advantages of Costa Rica as a services destination, in 2009 Auxis opened its Global Delivery Center in San Jose to serve the increasing nearshore demand of organizations in the Americas looking to improve their back office efficiency without having to deal with the service, language, and cultural barriers associated with Asia-based models.

Global leading organizations such as **Amazon, Cargill, DHL, Equifax, Procter & Gamble, 3M and Walmart** have established their Finance Shared Services Organizations in Costa Rica



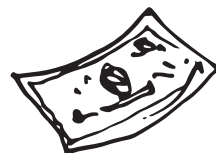
32%-42% AVERAGE SAVINGS IN TRANSACTIONAL PROCESSING POSITIONS

US vs. Costa Rica Labor Costs

Though cost savings is not the only driver for outsourcing, it definitely plays an important role in the decision. Using Robert Half's 2019 US national average salaries for accounting professionals, our report shows that finance executives should expect to save on average 32% to 42% in labor costs by outsourcing transactional processing roles to Costa Rica. This average includes multiple positions within Accounts Payable, Accounts Receivable, General Accounting and Payroll.

The real savings opportunity for your organization will vary depending on where your finance organization is currently located in the United States. For example, high labor cost markets such as San Francisco and New York will provide average savings of over 50%, whereas lower labor cost markets such as Atlanta or Miami will provide lower savings in the range of 30% to 40%.

More details of the costs and savings per position can be found in the next section citing both US national average salaries as well as adjusted factors for all major cities.







UNITED STATES LABOR COST COMPARISON **VS.** AUXIS COSTA RICA

Finance & Accounting Positions Included in the Analysis

For the purpose of providing a labor cost comparison of the US vs. Costa Rica, we selected key positions in the General Accounting, Accounts Receivable, Accounts Payable, and Payroll areas that are representative of the most common Finance & Accounting roles that are typically migrated to outsourcing providers:



GENERAL ACCOUNTING

- » Accounting Manager
- » Senior Accountant
- » Staff Accountant
- » Accounting Clerk



PAYROLL

- » Payroll Manager
- » Payroll Administrator
- » Payroll Clerk



ACCOUNTS PAYABLE

- » AP Manager
- » AP Specialist
- » Inventory Analyst
- » AP Clerk



ACCOUNTS RECEIVABLE

- » Credit Manager
- » AR Manager
- » Credit & Collections Analyst
- » Credit & Collections Clerk
- » AR Clerk

US Labor Costs

In order to calculate the labor cost per position in the US, national annual salaries from the **Robert Half 2019 Accounting and Finance Professionals¹** were used, taking the salary range between the 50th and the 75th percentiles. Bonuses, benefits and other forms of compensation are not factored into these salaries.

The percentiles definition according to Robert Half Salary Guide is explained as follows:

25th PERCENTILE

The lowest percentile most often fits candidates who are new to the role and still developing their skills. The role may be in a market with low competition for talent or in a smaller, less complex organization.

50th PERCENTILE

To start a candidate at the midpoint percentile, expect average experience and the necessary skills to get the job done. The role will likely be of average complexity or in a market where the competition for talent is moderate.

75th PERCENTILE

Higher-end starting salaries require a strong skill set and more experience than is typical. Candidates may have specialized certifications. The role may be fairly complex or in a market where the competition for talent is high.

95th PERCENTILE

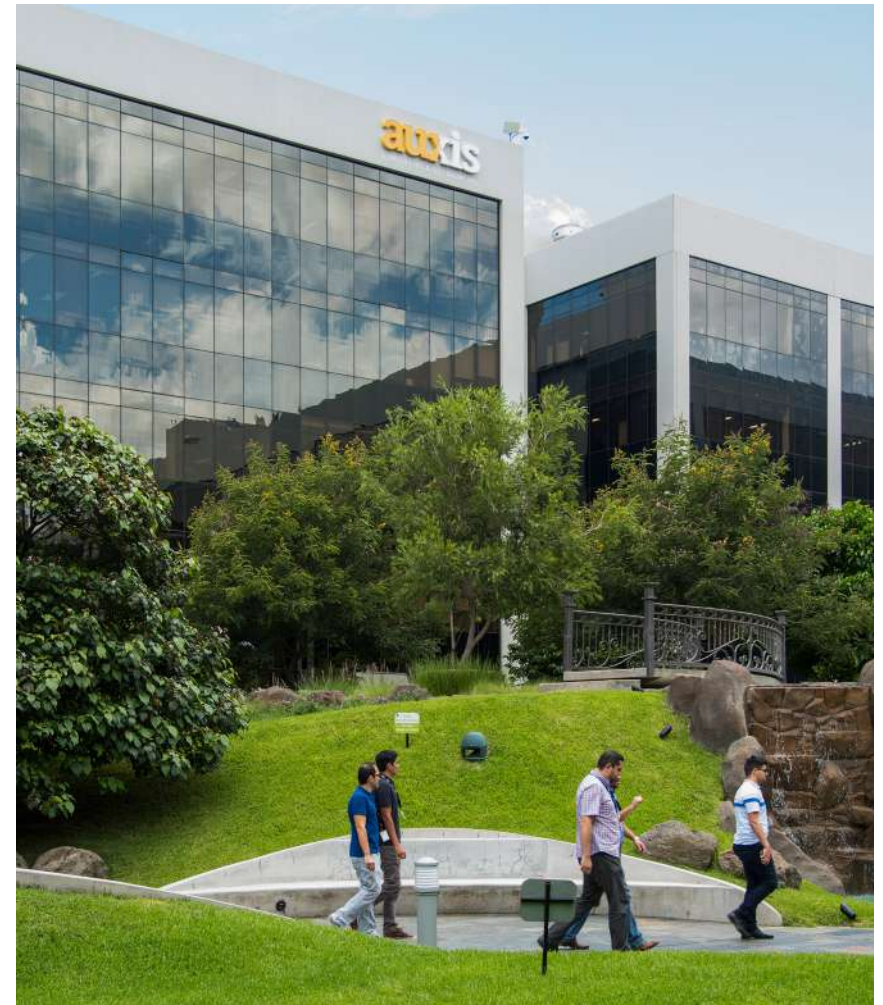
A significantly high level of relevant experience and expertise, including specialized certifications, can command a starting salary in the highest percentile. The role may be very complex or in a market where the competition for talent is extremely high.

¹ Robert Half is the world's largest specialized staffing firm with more than 300 locations globally. They focus on placing highly skilled accounting and finance professionals with organizations of all sizes and talent needs. The salary ranges provided in the 2019 Salary Guide are based on the tens of thousands of placements Robert Half has made and actual salaries companies are paying to land top talent. To download a full copy of the report visit: <https://www.roberthalf.com/salary-guide/accounting-and-finance>.

Costa Rica Labor Costs

In the case of Costa Rica, the total labor cost per position was calculated by using the most current Auxis Costa Rica salaries, which are competitive with the services market in the country.

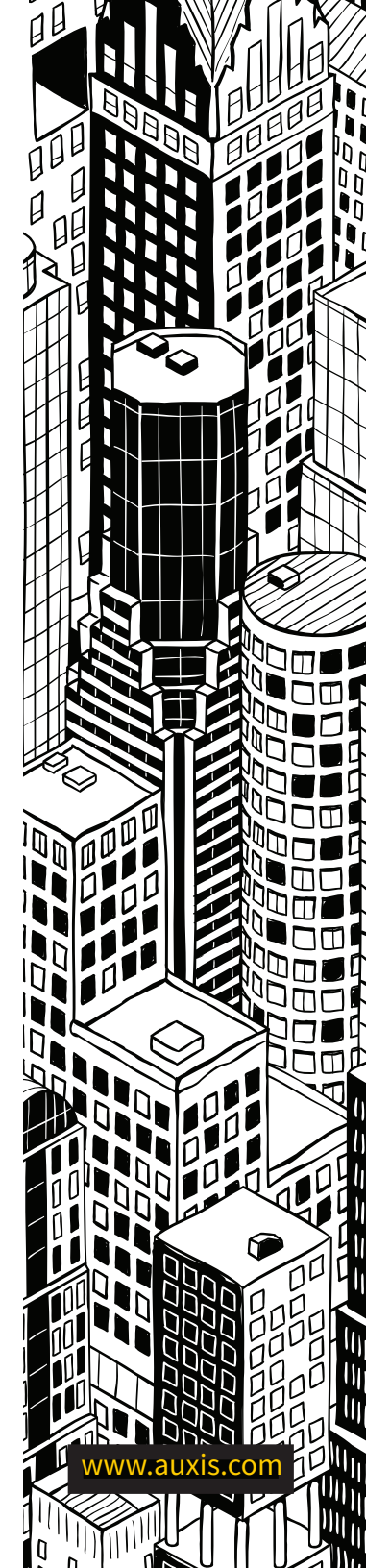
On top of salaries, the total cost already includes all local taxes and regulatory requirements, benefits, and Auxis' margin to customers for the provision of our outsourcing services.



Total Average Cost for a Finance & Accounting Professional in the US is between **\$76K to \$89K**

In order to get a fully loaded view of the total cost per employee in the US, an estimated benefit load of 25% was included on top of the annual salaries. In addition, office space cost per employee was also included.

	Robert Half 2019 US Salaries		Benefits (25%)		Office Space	Total Cost	
	50 th	75 th	50 th	75 th		50 th	75 th
GENERAL ACCOUNTING							
Accounting Manager	\$92,000	\$109,750	\$23,000	\$27,438	\$6,453	\$121,453	\$143,640
Senior Accountant	\$77,750	\$91,750	\$19,438	\$22,938	\$6,453	\$103,640	\$121,140
Staff Accountant	\$62,000	\$73,250	\$15,500	\$18,313	\$6,453	\$83,953	\$98,015
Accounting Clerk	\$46,750	\$55,000	\$11,688	\$13,750	\$6,453	\$64,890	\$75,203
ACCOUNTS RECEIVABLE							
Credit Manager	\$71,000	\$85,000	\$17,750	\$21,250	\$6,453	\$95,203	\$112,703
AR Manager	\$61,750	\$75,750	\$15,438	\$18,938	\$6,453	\$83,953	\$101,140
Credit & Collections Analyst	\$51,750	\$62,250	\$12,938	\$15,563	\$6,453	\$71,140	\$84,265
Credit & Collections Clerk	\$39,000	\$47,500	\$9,750	\$11,875	\$6,453	\$55,203	\$65,828
AR Clerk	\$35,250	\$41,500	\$8,813	\$10,375	\$6,453	\$50,515	\$58,328
ACCOUNTS PAYABLE							
AP Manager	\$61,750	\$75,750	\$15,438	\$18,938	\$6,453	\$83,640	\$101,140
AP Specialist	\$48,000	\$57,000	\$12,000	\$14,250	\$6,453	\$66,453	\$77,703
Inventory Analyst	\$47,500	\$55,750	\$11,875	\$13,938	\$6,453	\$65,828	\$76,140
AP Clerk	\$35,250	\$41,500	\$8,813	\$10,375	\$6,453	\$50,515	\$58,328
PAYROLL							
Payroll Manager	\$72,750	\$86,750	\$18,188	\$21,688	\$6,453	\$97,390	\$114,890
Payroll Administrator	\$46,000	\$54,000	\$11,500	\$13,500	\$6,453	\$63,953	\$73,953
Payroll Clerk	\$39,000	\$46,250	\$9,750	\$11,563	\$6,453	\$55,203	\$64,265
Average	\$55,469	\$66,172	\$13,867	\$16,543	\$6,453	\$75,789	\$89,167
Average of Non-Managerial Roles	\$48,023	\$56,886	\$12,006	\$14,222	\$6,453	\$66,481	\$77,561
Average of Manager Roles	\$71,850	\$86,600	\$17,963	\$21,650	\$6,453	\$96,265	\$114,703



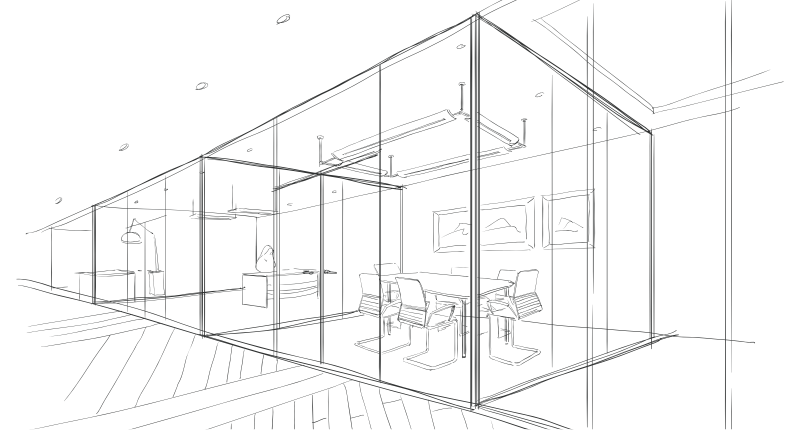
Office Space Cost Considerations

The office space cost per employee was calculated by taking the average asking rent per square foot for the Top 12 US metropolitan areas by GDP² from SquareFoot,³ and using an estimate of 150 square foot per employee based on industry standards.

Based on these assumptions, the average office rent cost in the United States is \$43 per square foot, totaling **\$6,453** per employee per year. Details of the office rent cost for each of the 12 top cities can be found on the table on the right of this page.

² Top 10 metropolitan areas were selected based on GDPs provided by the [US Department of Commerce, Bureau of Economic Analysis](#). Office space cost calculation per metropolitan area was based on recent publicly commercial real estate leasing data provided by SquareFoot.

³ SquareFoot is a New York-based commercial real estate technology company that provides online real estate search and concierge services. For more information visit www.squarefoot.com



Office Space for Top 12 US Cities

	Square Foot Costs	Office Space Costs
New York	\$75	\$11,250
Los Angeles	\$37	\$5,529
Chicago	\$40	\$6,000
Dallas	\$27	\$4,041
Washington	\$41	\$6,125
San Francisco	\$74	\$11,100
Houston	\$30	\$4,472
Philadelphia	\$31	\$4,628
Boston	\$57	\$8,475
Atlanta	\$26	\$3,825
Seattle	\$41	\$6,150
Miami - Fort Lauderdale	\$39	\$5,838
Average	\$43	\$6,453

A CLOSER LOOK AT A Staff Accountant in the US



$$\text{\$67K} + \text{\$17K} + \text{\$6.4K} = \text{\$90K}$$

Staff Accountant
Robert Half Salary
(50th-75th midpoint)

Benefit Load
(25%)

Office Space Cost
(\$43/square foot)

Adjusting Salaries for your city

Starting salaries vary widely from city to city—cost of living, a scarcity of top talent and other factors can all have an impact. To customize compensation for your area, and to better compete for local talent, increase or decrease the national salary reported on previous pages by the percentage for your city. Market variances are reflective of all industries and professions.

Alabama

Birmingham	-5%
Huntsville	-6%
Mobile	-14%

Arizona

Phoenix	+15%
Tucson	+7%

Arkansas

Fayetteville	-5%
Little Rock	-5%

California

Fresno	-8%
Irvine	+30%
Los Angeles	+32%
Monterey	+15%
Oakland	+32%
Ontario	+20%
Sacramento	+6%
San Diego	+27%
San Francisco	+41%
San Jose	+38.5%
San Rafael	+32%
Santa Barbara	+27%
Santa Rosa	+22%
Stockton	-13%

Colorado

Boulder	+17.5%
Colorado Springs	-3.5%
Denver	+9%
Fort Collins	-2%
Greeley	-11%
Loveland	-5%
Pueblo	-17%

Connecticut

Hartford	+17%
New Haven	+12%
Stamford	+31%

Delaware

Wilmington	+5%
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District of Columbia

Washington	+33%
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Florida

Fort Meyers	-9%
Jacksonville	-4%
Melbourne	-9.5%
Miami	
Ft. Lauderdale	+6%
Orlando	+1%
St. Petersburg	-3%
Tampa	-0.5%
West Palm Beach	+2%

Georgia

Atlanta	+6%
Macon	-18%
Savannah	-15%

Hawaii

Honolulu	+7%
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Idaho

Boise	-11%
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Illinois

Chicago	+23.5%
Hoffman Estates	+12%
Naperville	+12%
Rockford	-15%

Indiana

Fort Wayne	-16%
Indianapolis	-3%

Iowa

Cedar Rapids	-6%
Davenport	-5%
Des Moines	+1%
Sioux City	-16%
Waterloo	
Cedar Falls	-13%

Kansas

Overland Park	+1%
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Kentucky

Lexington	-8.5%
Louisville	-8%

Louisiana

Baton Rouge	-1%
New Orleans	-1%

Maine

Portland	-5%
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Maryland

Baltimore	+3%
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Massachusetts

Boston	+34%
Springfield	+1%

Michigan

Ann Arbor	+1%
Detroit	-1%
Grand Rapids	-14.5%
Kalamazoo	-20%
Lansing	-15%

Minnesota

Bloomington	+6.5%
Duluth	-20.4%
Minneapolis	+7%
Rochester	+2%
St. Cloud	-14%
St. Paul	+4%

Missouri

Kansas City	-0.5%
St. Joseph	-10%
St. Louis	+0.5%

Nebraska

Omaha	+0%
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Nevada

Las Vegas	+2%
Reno	+1%

New Hampshire

Manchester	+12%
Nashua	+14%

New Jersey

Mount Laurel	+15%
Paramus	+30%
Princeton	+25%
Woodbridge	+26.5%

New Mexico

Albuquerque	-8.5%
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New York

Albany	-4%
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Buffalo	-6.5%
Long Island	+20%
New York	+40.5%
Rochester	-6.5%
Syracuse	-9.7%

North Carolina

Charolette	+2%
Greensboro	+0%
Raleigh	+4%

Ohio

Akron	-11%
Canton	-18%
Cincinnati	-2.5%
Cleveland	-4%
Columbus	-2%
Dayton	-13%
Toledo	-14.5%
Youngstown	-24%

Oklahoma

Oklahoma City	-7%
Tulsa	-7%

Oregon

Portland	+9%
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Pennsylvania

Harrisburg	-5%
Philadelphia	+15%
Pittsburg	-2%

Rhode Island

Providence	+1.5%
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South Carolina

Charleston	-5%
Columbia	-6.5%
Greenville	-6%

South Dakota

Sioux Falls	-16%
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Tennessee

Chattanooga	-11%
Cool Springs	+0%
Knoxville	-11%
Memphis	-5%
Nashville	+1.5%

Texas

Austin	+9%
Dallas	+10%
El Paso	-28%
Fort Worth	+9%
Houston	+8%
Midland	+10%
Odessa	+10%
San Antonio	+1%

Utah

Salt Lake City	+6%
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Virginia

Norfolk	-2%
Hampton Roads	-2%
Richmond	-1.5%
Tysons Corner	+32%

Washington

Seattle	+25%
Spokane	-18%

Wisconsin

Appleton	-15%
Green Bay	-13.5%
Madison	-1.5%
Milwaukee	+1%
Waukesha	+0%

What labor savings can you expect from outsourcing to Costa Rica?

The average labor savings from outsourcing Finance & Accounting positions from the US to Costa Rica is **24% to 35%** which is equivalent to **\$16K to \$30K** per head.



This calculation is based on the 50th-75th percentile range from Robert Half Salaries, and allocating the same weight to all levels of positions (e.g. Clerks, Accountants, Senior Accountants, Managers, etc.). Lower-level positions tend to represent a higher savings percentage vs. the managerial roles. For example, an Accounting Clerk level yields average savings of **28K** vs. an Accounting Manager yielding an average of **15K**.

Since the proportion of low-level positions in any back office operation is higher versus the supervisory and managerial roles, the overall outsourcing savings opportunity for an organization will usually be higher than the **24% to 35%** range provided above. If we exclude the managerial roles from the average savings calculation, and only consider the positions below manager, the average savings increases to **32% to 42%**.

For non-managerial roles, where most of the transactional processing occurs, the average savings increases to **32%-42%**

Senior accountants and staff accountants yield the highest savings per head:

 **Senior Accountant**
 **\$26K - \$43K**

 **Staff Accountant**
 **\$29K - \$43K**

Detailed Cost Comparison Per Position

The table below shows a more detailed comparison of the United States total cost vs. Costa Rica total cost, along with the potential dollar savings and percentage per position.

	Costa Rica Annual Cost	United States Annual Cost		Annual Savings (\$)		Annual Savings (%)	
		50 th	75 th	50 th	75 th	50 th	75 th
GENERAL ACCOUNTING							
Accounting Manager	\$117,000	\$121,453	\$143,640	\$4,453	\$26,640	4%	19%
Senior Accountant	\$78,000	\$103,640	\$121,140	\$25,640	\$43,140	25%	36%
Staff Accountant	\$55,000	\$83,953	\$98,015	\$28,953	\$43,015	34%	44%
Accounting Clerk	\$42,000	\$64,890	\$75,203	\$22,890	\$33,203	35%	44%
ACCOUNTS RECEIVABLE							
Credit Manager	\$106,000	\$95,203	\$112,703	\$10,797	\$6,703	-11%	6%
AR Manager	\$60,000	\$83,640	\$101,140	\$23,640	\$41,140	28%	41%
Credit & Collections Analyst	\$47,000	\$71,140	\$84,265	\$24,140	\$37,265	34%	44%
Credit & Collections Clerk	\$39,000	\$55,203	\$65,828	\$16,203	\$26,828	29%	41%
AR Clerk	\$34,000	\$50,515	\$58,328	\$16,515	\$24,328	33%	42%
ACCOUNTS PAYABLE							
AP Manager	\$86,000	\$83,640	\$101,140	\$2,360	\$15,140	-3%	15%
AP Specialist	\$42,000	\$66,453	\$77,703	\$24,453	\$35,703	37%	46%
Inventory Analyst	\$37,000	\$65,828	\$76,140	\$28,828	\$39,140	44%	51%
AP Clerk	\$34,000	\$50,515	\$58,328	\$16,515	\$24,328	33%	42%
PAYROLL							
Payroll Manager	\$86,000	\$97,390	\$114,890	\$11,390	\$28,890	12%	25%
Payroll Administrator	\$47,000	\$63,953	\$73,953	\$16,953	\$26,953	27%	36%
Payroll Clerk	\$42,000	\$55,203	\$64,265	\$13,203	\$22,265	24%	35%
Average	\$58,176	\$75,789	\$89,167	\$16,289	\$29,667	24%	35%
Average of Non-Managerial Roles	\$45,182	\$66,481	\$77,561	\$21,299	\$32,379	32%	42%
Average of Manager Roles	\$91,000	\$96,265	\$114,703	\$5,265	\$23,703	6%	21%



Annual Savings Per Role



GENERAL ACCOUNTING

Accounting Manager	\$4K-\$26K
Senior Accountant	\$25K-\$43K
Staff Accountant	\$29K-\$43K
Accounting Clerk	\$23K-\$33K



ACCOUNTS RECEIVABLE

AR Manager	\$24K-\$41K
C&C Analyst	\$24K-\$37K
C&C Clerk	\$16K-\$27K
AR Clerk	\$16K-\$24K

ACCOUNTS PAYABLE

AP Specialist	\$24K-\$36K
Inventory Analyst	\$29K-\$39K
AP Clerk	\$16K-\$24K

PAYROLL

Payroll Manager	\$11K-\$29K
Payroll Administrator	\$17K-\$27K
Payroll Clerk	\$13K-\$22K

Savings Highlights for Key Cities in the US

Depending on where the company's finance back office is located, labor savings will differ. For example, high cost markets such as San Francisco, Boston and New York house average savings in the range of 42% to 55%.

In comparison, other markets such as Miami, Houston and Atlanta will yield lower, yet still significant savings in the range of 27% to 39%.

The following chart highlights the average annual savings for finance transactional roles for the top 12 cities in the US:





ABOUT

COSTA RICA

TOP

10

**FACTS
ABOUT
COSTA
RICA**

1

San Jose has been consistently ranked as the #1 Nearshore Outsourcing City in Latin America with the IT & Business Services Sector representing 7.5%+ of the GDP

2

#1 Education System in Latin America with the Highest Literacy Rate (98%)

3

#1 English Proficiency in Latin America with almost 100% of the employees in multinational companies being local

4

San Jose is the Safest City in Latin America and home of 350+ multinationals

5

Happiest Country in the World by National Geographic (2017)

6

#1 Place to Retire by International Living (2018)

7

No Army! It was abolished in 1948

8

52% of the territory is covered by forest

9

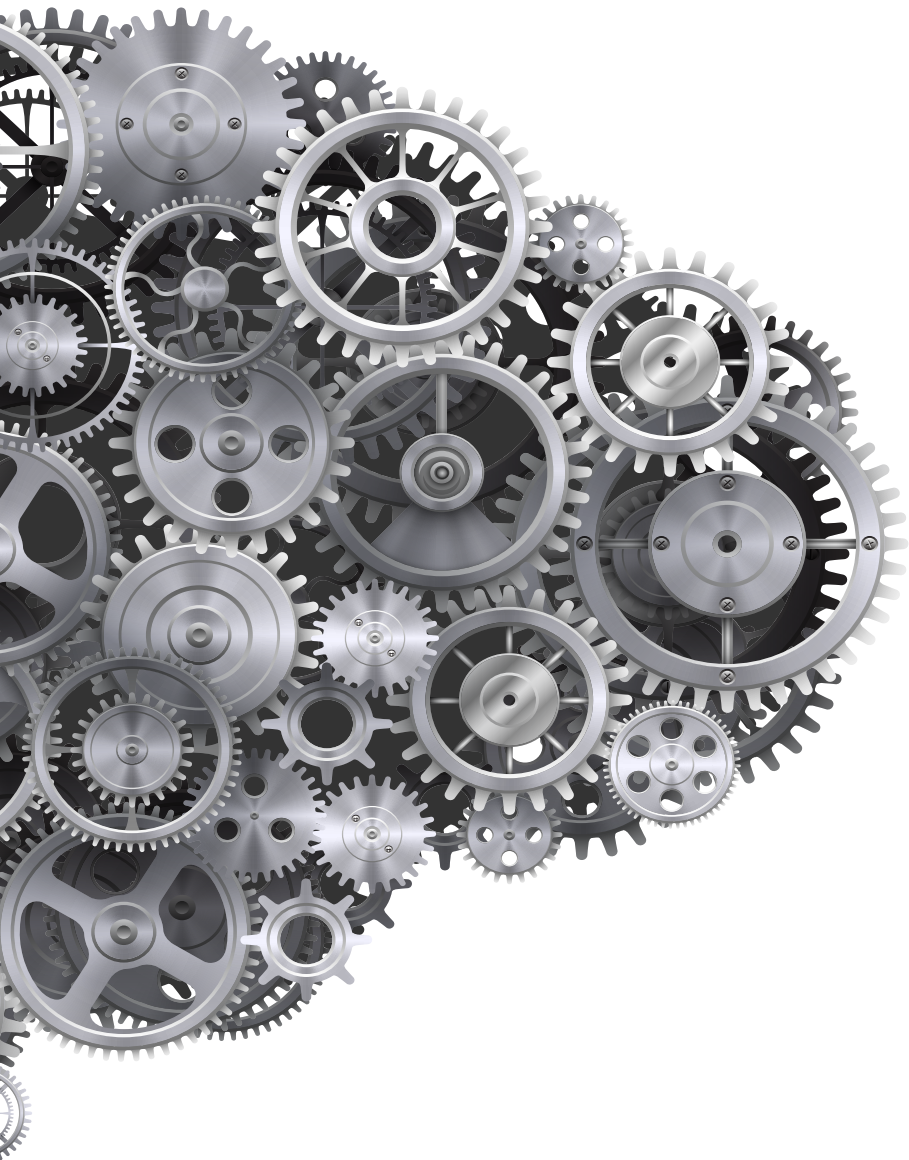
#1 Country in Latin America in Innovation by the Global Innovation Index (2017)

10

Highest mobile Internet penetration in Latin America (117%), over United Kingdom and the Netherlands!







PRODUCTIVITY EFFICIENCIES AN ADDITIONAL SOURCE OF SAVINGS

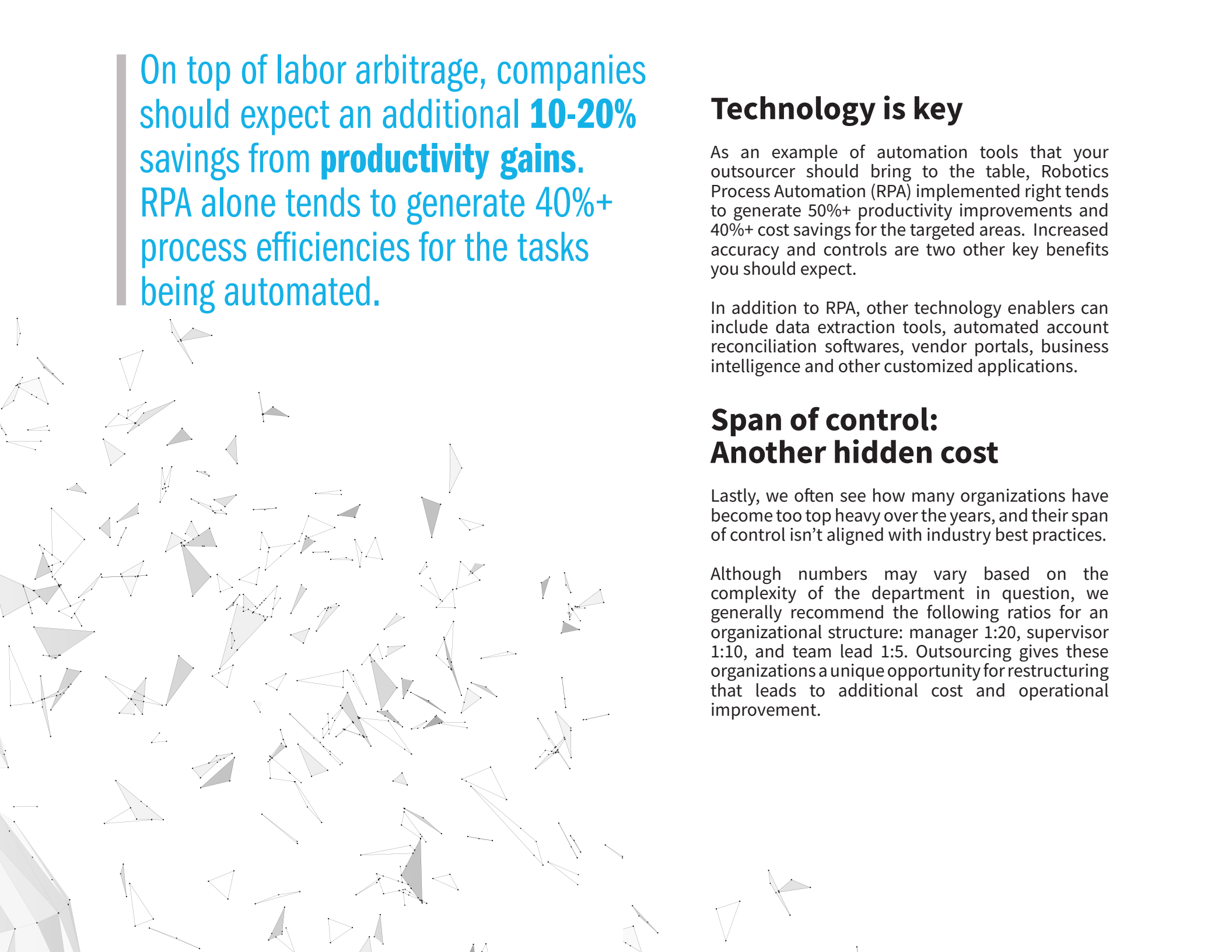
Your Outsourcing Partner Should Bring You More Than Just Labor Savings

The estimated savings provided in the previous section do not include any type of efficiencies as they are a straight one-to-one labor cost comparison of the United States vs. Costa Rica positions.

In reality, and based on our experience, additional savings can be achieved through the economies of scale of the outsourcer, and their expertise in process improvement, automation, and overall best practices.

These efficiencies typically translate into additional savings to the client of 10% to 20%, or sometimes even more, depending on how much room for improvement and automation was available before the outsourcer took over. Another important factor to consider is how decentralized the processes were before outsourcing. Centralization alone will drive operating efficiencies.





On top of labor arbitrage, companies should expect an additional **10-20%** savings from **productivity gains**. RPA alone tends to generate **40%+** process efficiencies for the tasks being automated.

Technology is key

As an example of automation tools that your outsourcer should bring to the table, Robotics Process Automation (RPA) implemented right tends to generate 50%+ productivity improvements and 40%+ cost savings for the targeted areas. Increased accuracy and controls are two other key benefits you should expect.

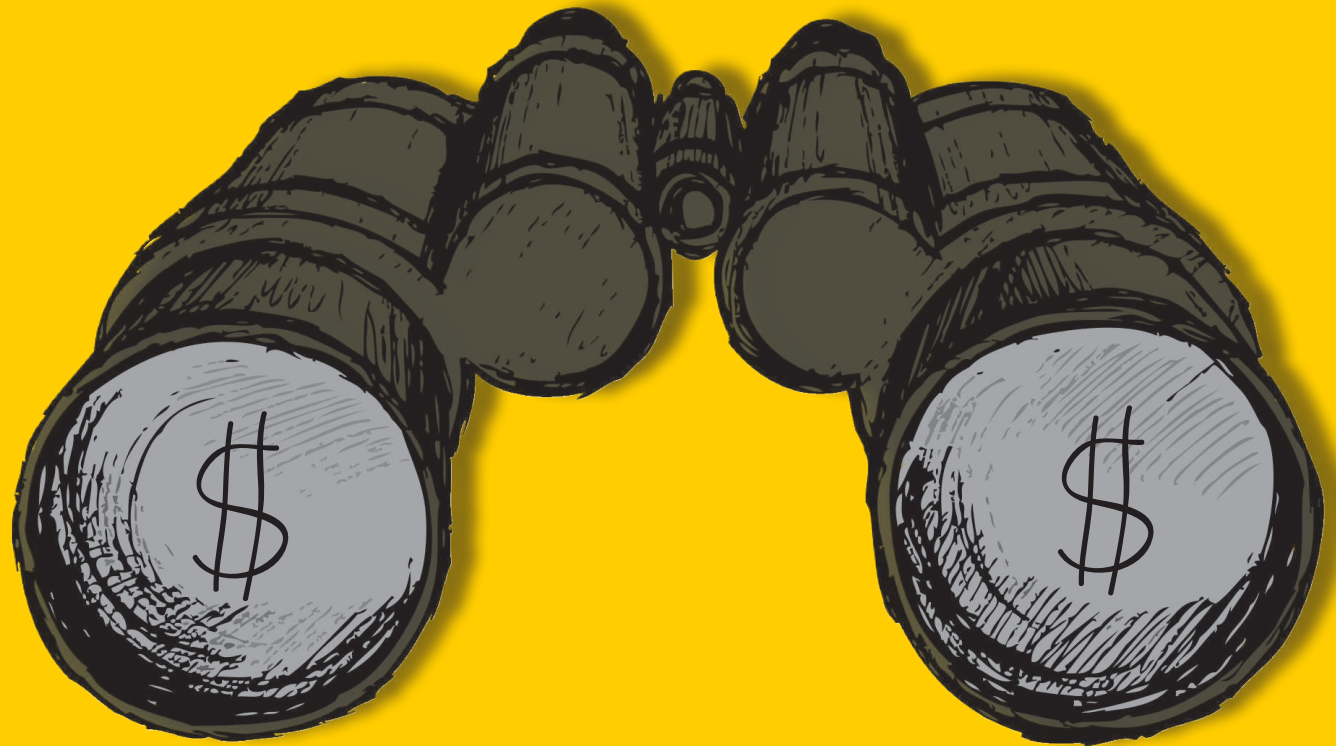
In addition to RPA, other technology enablers can include data extraction tools, automated account reconciliation softwares, vendor portals, business intelligence and other customized applications.

Span of control: Another hidden cost

Lastly, we often see how many organizations have become too top heavy over the years, and their span of control isn't aligned with industry best practices.

Although numbers may vary based on the complexity of the department in question, we generally recommend the following ratios for an organizational structure: manager 1:20, supervisor 1:10, and team lead 1:5. Outsourcing gives these organizations a unique opportunity for restructuring that leads to additional cost and operational improvement.

ASSESSING THE OUTSOURCING OPPORTUNITIES WITHIN YOUR ORGANIZATION





Unlocking The Value of Outsourcing: How to get started

The next step to help you assess the outsourcing opportunities in your organization is to perform a quick, complimentary Opportunity Assessment to quantify the savings and efficiency opportunities of incorporating nearshore back office capabilities with Auxis.

The key questions that will be answered as part of the assessment include:

- 1** What is the overall labor savings opportunity?
- 2** Which of your functions/processes/activities provide the best opportunities?
- 3** Do you have the scale required to outsource with Auxis? Typically, we will require a minimum of 5 FTEs to get started.
- 4** What is the optimal organizational model to support the volume and complexity of the work being performed?
- 5** What challenges exist in your environment to incorporating a nearshore model?
- 6** What opportunities for improvement exist beyond labor savings? (e.g. robotics process automation, organizational-releveling, internal control enhancements, scalability, etc.).
- 7** What would be the recommended approach, pricing and expected timetable for incorporating a nearshore capability with Auxis?

This process typically takes 2-3 weeks and will mainly depend on how fast you can provide us with the key information required for the analysis such as job descriptions, volumetrics, process documentation available, salary information, etc.

Auxis **World-Class** Delivery Center **in San Jose**

- ✓ **24x7x365 Operation**
 - » Finance & Accounting
 - » Customer Service
 - » Information Technology
- ✓ Located in the **America Free Trade Zone** - Tier 1 Services Park housing organizations such as Microsoft, Amazon, IBM, HP, Bosch, Experian and many more
- ✓ **Central Time Zone** with 5-hour direct flights from the US
- ✓ **Superior Accounting talent** used to working with US GAAP
- ✓ Outstanding **English language skills**
- ✓ **Process Improvement Experts** with a **dedicated RPA team**
- ✓ **SSAE-18** certified
- ✓ Contractual **Service Level Commitments**
- ✓ **Solid Infrastructure** with 100% power and telecom redundancy



**Named Top 100 Global
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Ready to get started?

In order to get started with your Outsourcing Opportunity Assessment, you can reach out to the following members of our team:



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Or you can visit our website to schedule Your Free Outsourcing Consultation: www.auxis.com

About Auxis

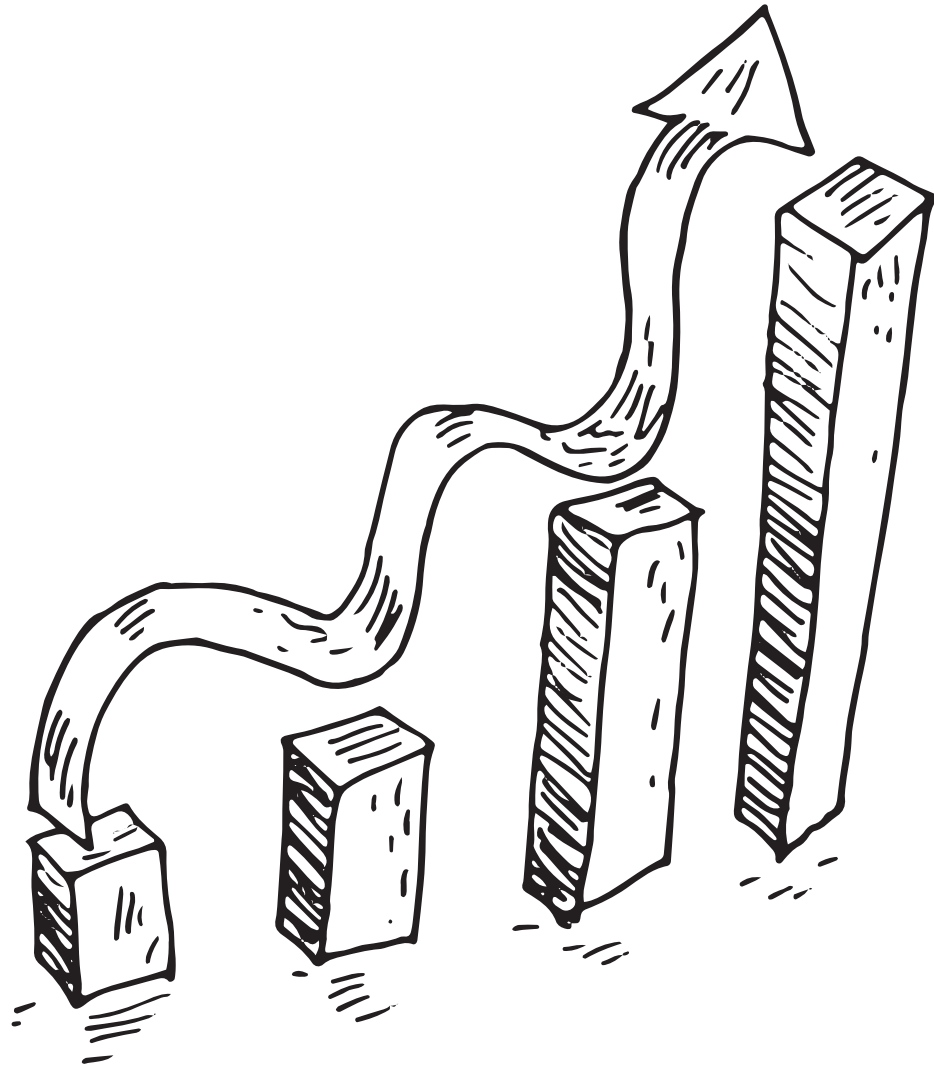
With a 22+-year track record, Auxis is a management consulting and outsourcing firm focused on helping senior executives achieve Peak Performance in their back office.

Auxis is able to deliver these results through a combination of customized solutions including Nearshore Outsourcing (F&A, Customer Service, IT), Shared Services, Robotics Process Automation (RPA), and BI.

Auxis solutions consistently deliver rapid paybacks, cost savings of 30%+, improved controls, enhanced operational visibility, and greater organizational focus on higher value-creating activities.

Recognized as one of the Top 100 Global Outsourcing Providers, Auxis' unique perspective as both advisor and outsourcing operator allow its clients to obtain real benefits and ROI from every engagement.

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