



The Bolton Manifesto

We make remote work, *work*.



To change and challenge the status quo, perceptions, and prejudices of the offshore outsourcing industry by building something based on honesty and transparency, with a focus on people.

Patrick Linton on Bolton's mission



As our business and teams grew, we learned a lot about Bolton’s place in the market and why we really exist. Determined to carve out a space for ourselves in a crowded industry that was built upon the concept of labor arbitrage for lower-level “task-work,” we instead focused on what really matter: people and their potential. We were motivated to create amazing opportunities for companies to connect with great people they normally wouldn’t be able to access, and vice versa. But along the way, we realized it’s not just about creating such opportunities; it is about developing people and setting them up for long-term, sustainable careers while finding new and creative way to solve problems for our customers — now and in the future. So whatever hesitations or preconceived notions you have above remote workforces, we’re ready to change your mind.

Welcome to Bolton.

A handwritten signature in black ink, appearing to read 'Patrick Linton', is positioned below the heading.

Patrick Linton

Founder & CEO

The way we work has changed.

The internet, cloud-based software, and the plethora of online collaboration tools have given way to a globally distributed workforce that can operate just as collaboratively and efficiently in Manila as it can in Manhattan.

The shift, combine with a growing talent shortage is pushing companies to rethink their People Strategy, forcing many to look outside their local markets to access the talent they need to grow at the pace that their business (and customers) demand. **But in reality, remote talent solutions often come with some serious baggage.** Think:



**Distracted
freelancers**



**Opaque offshore
outsources**



**Questionable work
environments for remote
workers**





Unfortunately, over the last 20 years, a handful of old-school service providers couldn't figure out the right way to connect fast-growing companies with remote talent. **They created an industry based on shifting labor to lower-cost markets and called it “offshoring” or “outsourcing.”** Very quickly, offshoring and outsourcing became dirty words, synonymous with:

- Brand diminishing customer experience
- Endless micromanagement
- Loss of IP
- Inflexible solutions
- Cultural communication breakdown

More recently, at the other end of the spectrum, many online freelancer platforms have emerged, promising fast-growing companies access to on-demand, project-based, cost effective talent.

This is great news for some, but there is a tipping point where a business' growth can no longer be supported by ad-hoc freelancers. For many tech startups, this is often coupled with other key milestones like an injection of capital, proof of platform concept, or challenges like scaling at the pace of customer demand. Thus creating a gap for those who have outgrown their freelancer networks and looking for a way to scale their teams — without the restrictions (or baggage) of traditional outsourcing. **Until now.**



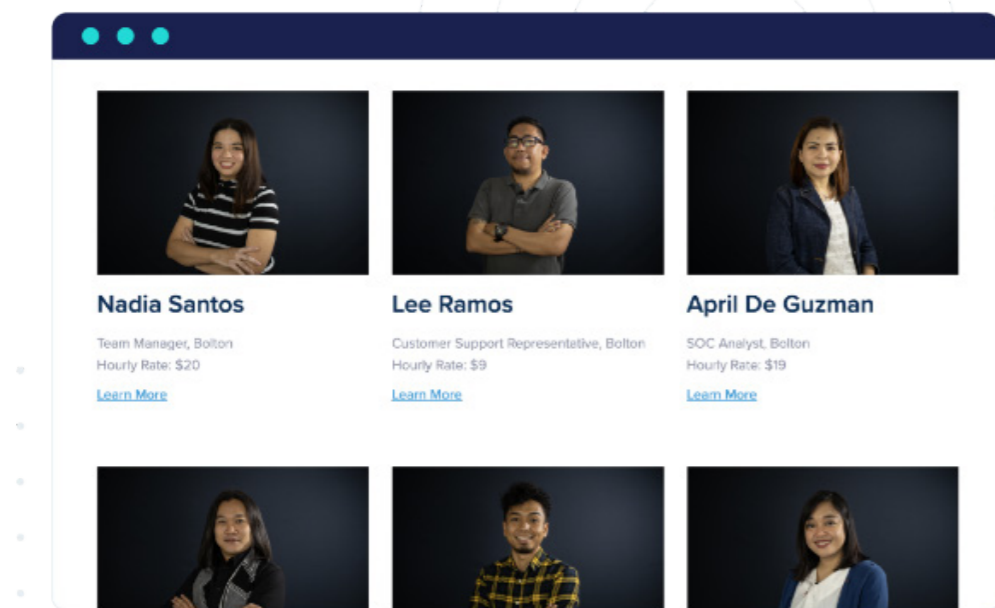


At Bolton Remote, we are on a mission to deliver a streamlined, transparent, and cost-effective solution that brings great companies together with great people to do great work.

We know that for you to stay competitive, writing off a talent pool simply because of location (or preconceived notion, [see page 4](#)) doesn't make business sense. But you have to do it the *right* way to truly get the benefits.

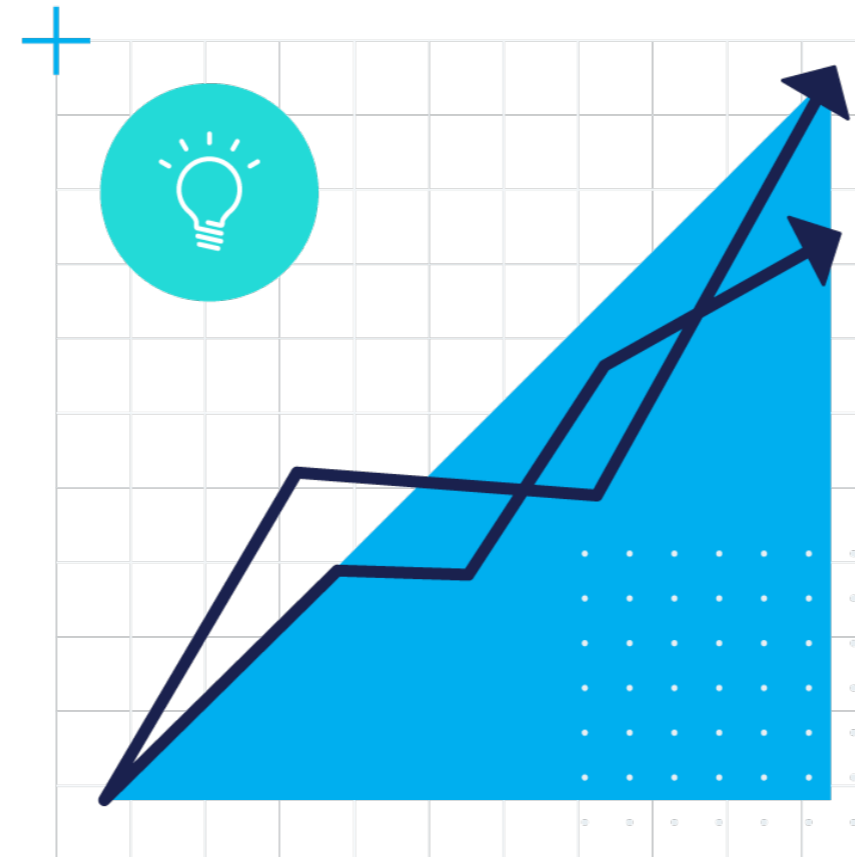


Here are some examples of what doing it the right way means to us...



Maintain complete control

With Bolton, your remote team members are fully under your direction. You have complete management control on a daily basis just as you would if they were in your local offices.



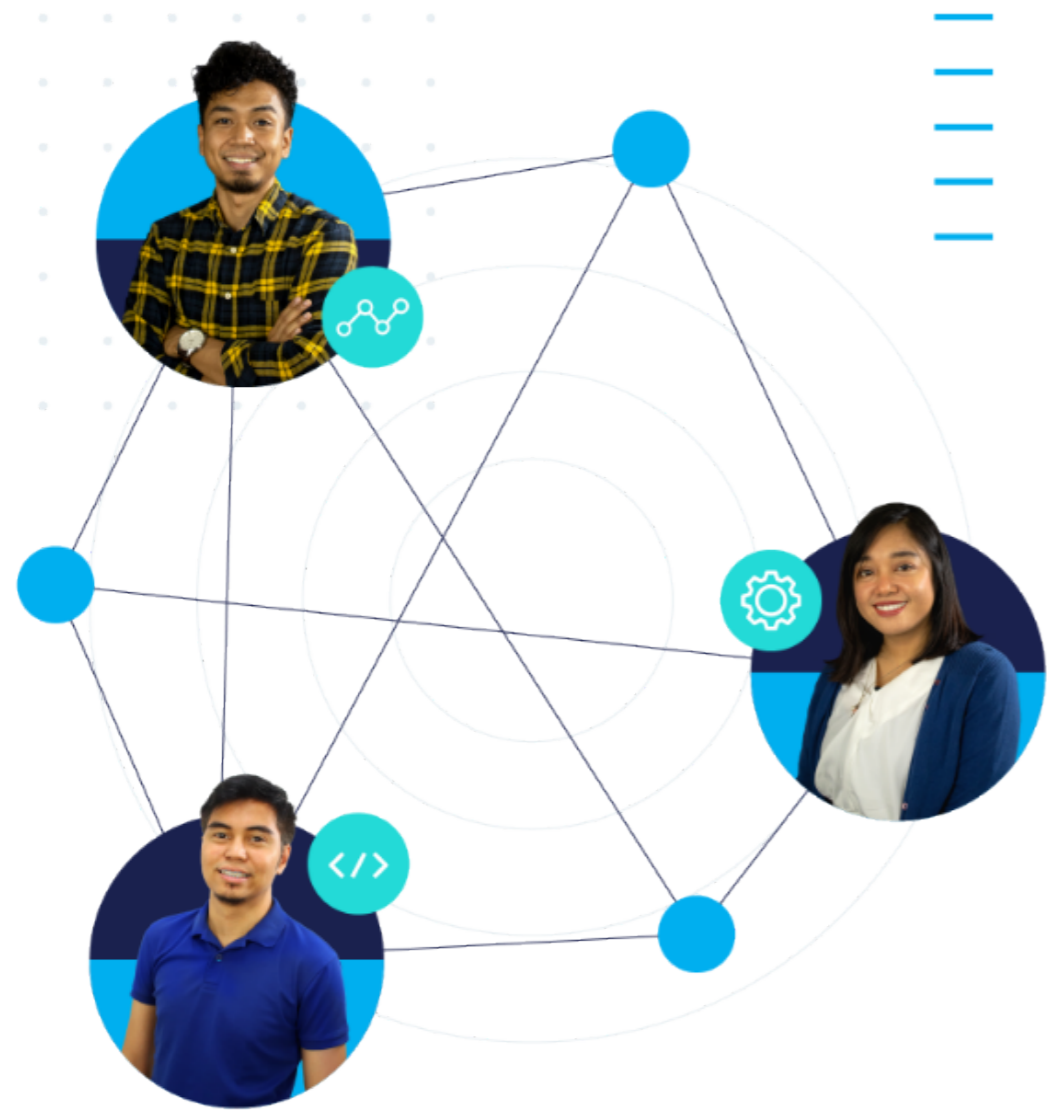
Optimize for scale

What works for a team of 5, won't necessarily work for a team of 15, and definitely won't work for a team of 50. We work with you to develop customized versions of all your in-house systems, processes, and programs (think: on-boarding, training, etc.) that are optimized for scale.



Embrace Cultural Differences

Great things happen when you work with a diverse group of talented people — but it takes time and effort to ensure cultural differences are not a barrier to success. We take your OKRs and KPIs and work with you to adapt them for globally distributed teams to address cultural differences; ensuring teams are motivated and empowered to do great work.



Future proof your growth

Sign that new customer with confidence that you can scale your team at a moment's notice. We work with you to build your bench of prescreened, ready-to-hire candidates, so when you need that new hire (whether it be 2 or 20), we can make it happen.



Don't be a stranger.

We encourage you to visit your remote team and spend some time at Bolton HQ. Get some valuable face time, align on goals, and meet the wider Bolton team.



Stay Compliant

Rest assured your data is safe with us. We are SOC2 compliant and have rigorous security processes to ensure your data always stays secure.

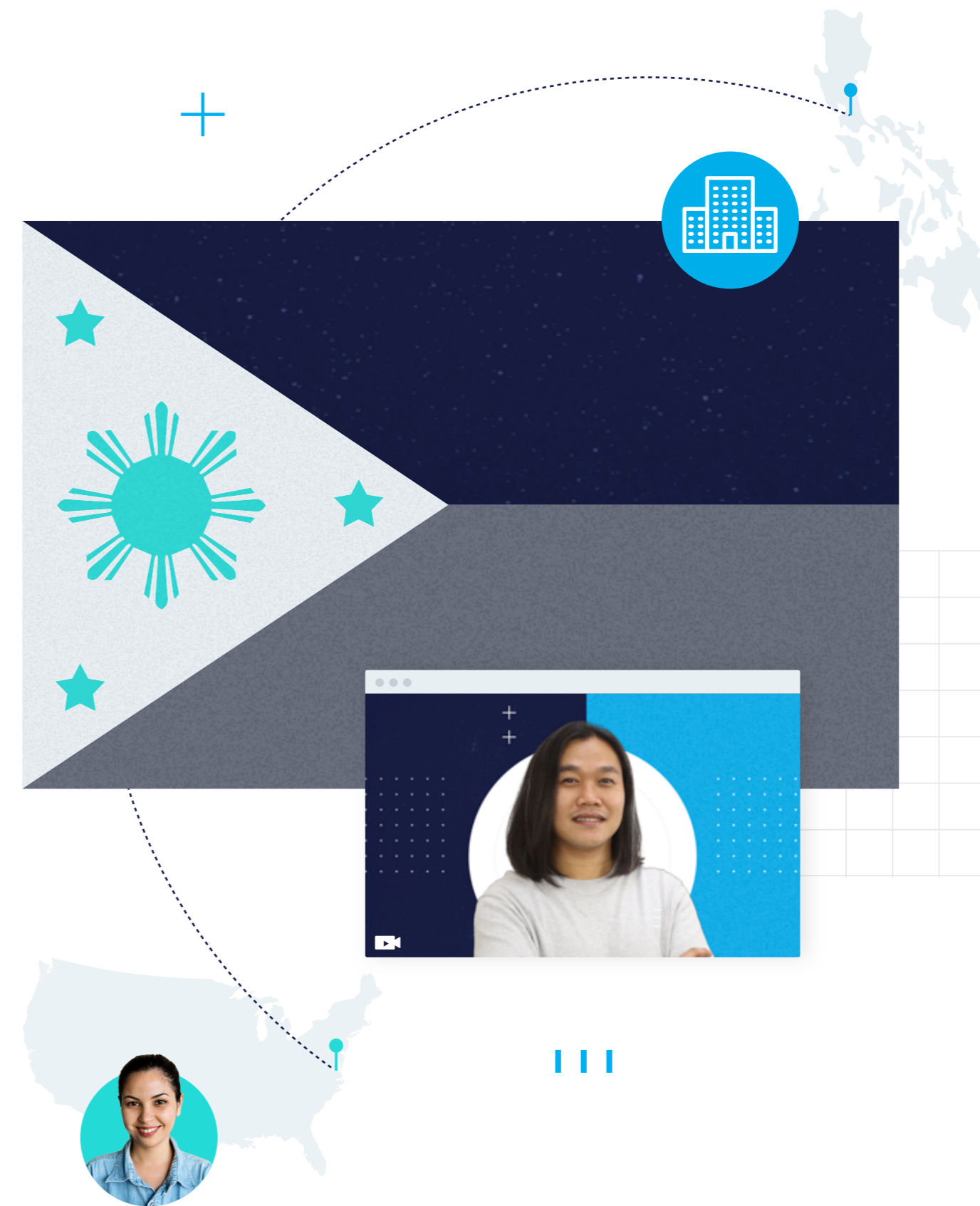


Finally, a little **about us**

Founded in 2013, Bolton Remote is on a mission to deliver a streamlined, transparent and cost-effective solution that brings great companies together with great people to do great work.

We know first hand that great talent can come from anywhere. That's why we have a globally distributed management team, spread across Singapore, the United States, New Zealand, and the Philippines.

We have two world-class, 24/7 headquarters in the fast-growing tech hub of Bonifacio Global City, Greater Manila, with over 500 team members (and counting). We take pride in our diverse, driven, and dedicated workforce, and we're not afraid to shun standard industry practices in favor of transparency, flexibility, and customer experience.



Our Ethos



Be so good they can't ignore you



Connect with great people



Celebrate success



Join us as we make remote work, *work*.

