



**BSA SOLUTIONS INC.**

# BUILDING YOUR OFFSHORE DREAM TEAM IN THE PHILIPPINES



**BSA SOLUTIONS INC.**

# A people-centric approach to help you build your team offshore and your business.

At BSA Solutions Inc., our unwavering commitment to prioritizing people first sets us apart. We understand the importance of a supportive environment for high-performing teams, and we have the proven track record to back it up.

With numerous successful clients under our belt, we cultivate stronger relationships between you and your valued team members. We firmly believe that your team is the backbone of your success, and we go above and beyond to build trust and confidence as they transition to becoming your team.

Our meticulous planning and execution guarantee that your offshore team seamlessly become part of your organisational structure. We understand the significance of a united and cohesive team, and we work tirelessly to ensure a smooth integration process.

From comprehensive onboarding to personalized ongoing personal development program, we take every step to empower you and your team throughout your journey with us.

Our goal is to create an environment where your team feel valued, motivated, and empowered to excel together, propelling your business success to a new level.

The exceptional experiences of our satisfied clients serve as a testament to the quality and efficacy of our approach. We take great pride in our reputation in supporting our clients in their scaling-up phase, resulting in high client retention.

We are more than happy to provide you with references and facilitate direct connections with our clients. This firsthand insight will give you a deeper understanding of their positive experiences and seamless transitions with us.

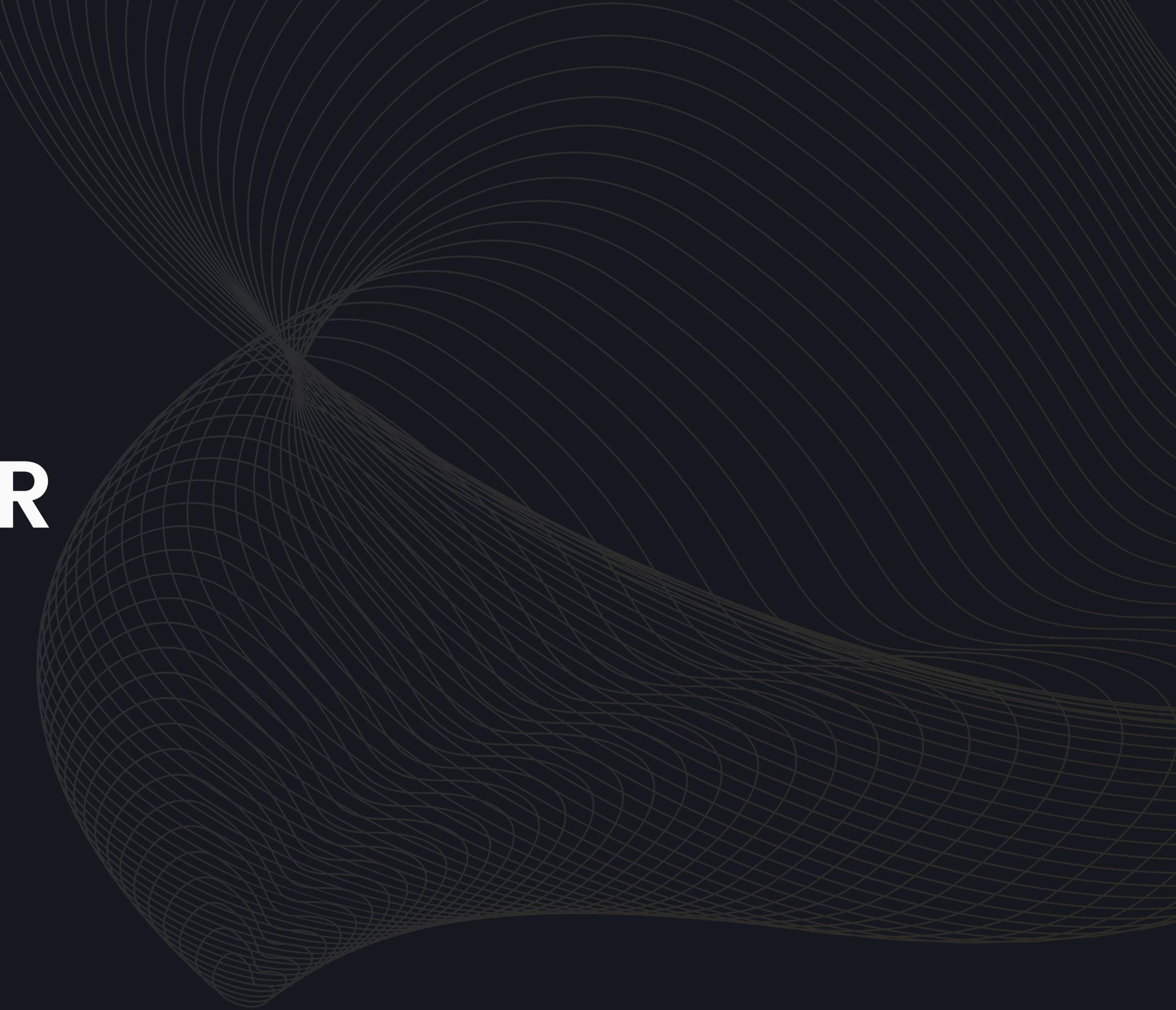
Choose BSA Solutions Inc. and embark on a transformative journey where you and your team's needs and aspirations take centre stage. Together, we will forge a path to success, leveraging our expertise, dedication, and unwavering support.

**Join us and experience the difference.**



**BSA SOLUTIONS INC.**

# **WHAT WE OFFER OUR SERVICES**





# Unlock your competitive advantage and respond swiftly to market opportunities.

## Expertise & Experience

We offer a diverse range of talented professionals. Make the most of their specialized skills and domain expertise to enhance your operations and achieve exceptional results. We support 45+ clients in different continents and 500+ professionals in the Philippines. We have experienced rapid growth organically through talent and client referrals since 2020. This growth within just four years is a testament to our people-focused strategy.

## Scalability & Stability

As a Certified Great Place to Work, we attract and retain top talent. Our flexible workforce solutions allow you to scale up or down as needed, enabling agility in the face of fluctuating demands. Competitive compensation, opportunities for upskilling, and a focus on employee well-being contribute to high retention rates, ensuring you can maintain a strong and adaptable team.

## Cost-Effective & Efficient

We provide a cost-efficient labour solutions without compromising on quality. Our competitive pricing model ensures that you receive excellent value for your investment. By outsourcing, you can access cost-effective resources, streamline processes, and achieve higher efficiency. This cost advantage translates into improved profitability and a competitive edge in the market.





# ROLES THAT WE PROVIDE

- We provide a personalised solution to help you build and manage your team offshore so you can focus on building and scaling your business.
- We recruit, manage and upskill, different roles to be part of your front or back-office support team so you can focus on growing your business.
- Seamlessly expand or contract your team based on demand, giving you the agility to navigate fluctuating market conditions without hassle.





BSA SOLUTIONS INC.

# Professional and experienced team that care about your team and your business.





BSA SOLUTIONS INC.

# Professional and modern offices and infrastructure to accommodate 700+ talents.

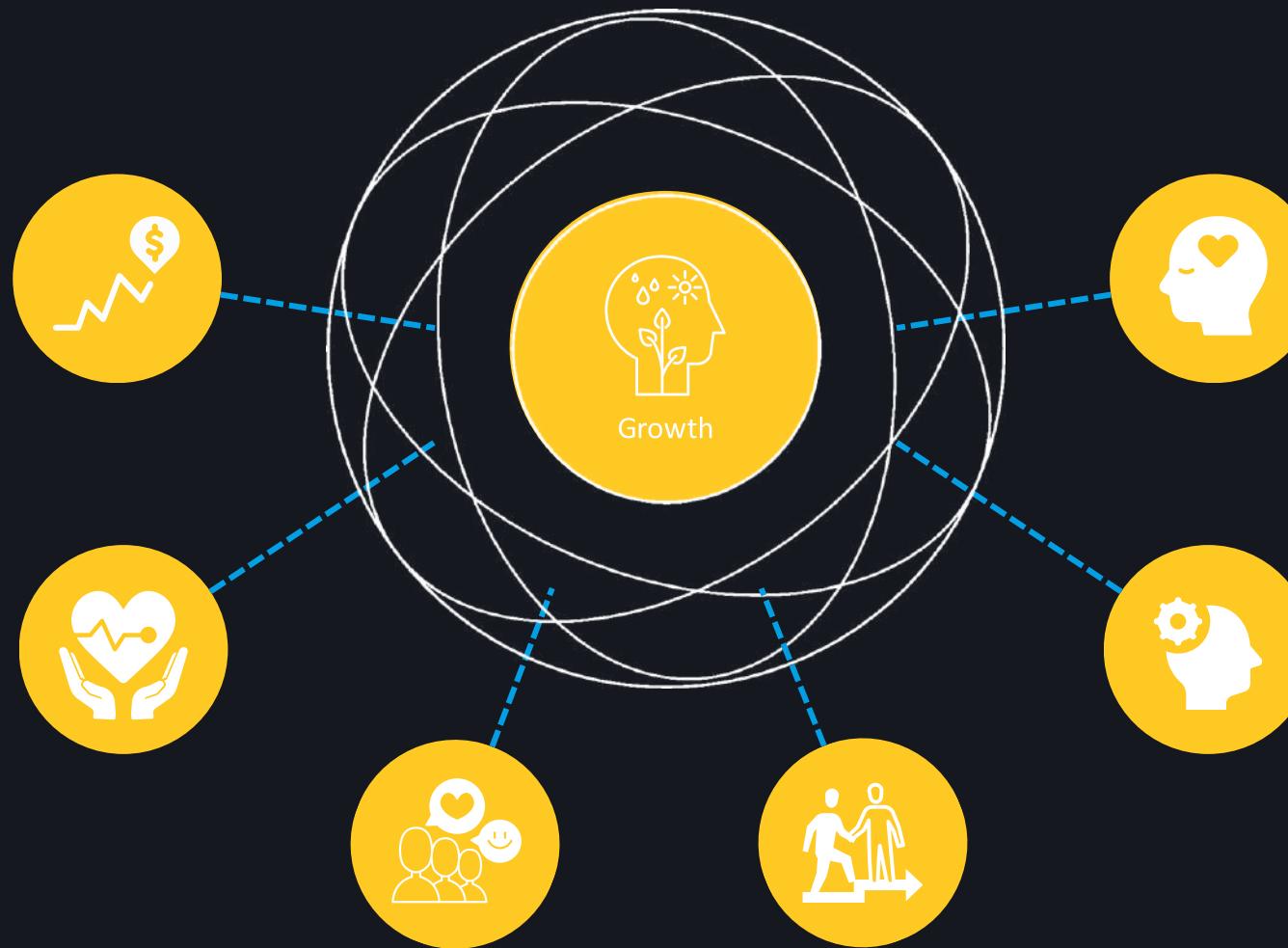




# Attracting and retaining the best talents.

## Salary & promotions

Competitive salaries at start and regular review to match skills, experience and performance.



## Medical & life insurance

Offered from the first day to Associate and one dependent with access to the best healthcare in the country, taking away their financial pressure in time of need.

## Engagement programs

Monthly activities, Clubs, Toastmasters, Cinema Learning to build team collaboration, social connections, creativity and showcase special talents.

## Coaching & Mentoring

Dedicated Coach, providing timely feedback and monitor progress every day.

## 24/7 Employee Assist

Book their mental health counselling sessions and 24/7 Employee Assistance helpline - health, financial and legal advice.

## Personalised learning and development

Digital and structured learning through Alexandria, our in-house learning system. Personalised Professional Development Program for SMART+ upskilling.



# Robust and reliable cybersecurity ecosystem for remote work.

Fast and reliable internet from the two largest providers in the Philippines.

Experienced in-house team available 24/7.

Sophos Enterprise Firewall for monitoring network traffic and prevent virus attacks, hacking, spyware, and privacy for all users on the network.

IT policy and procedures in compliance with ISO 27001.

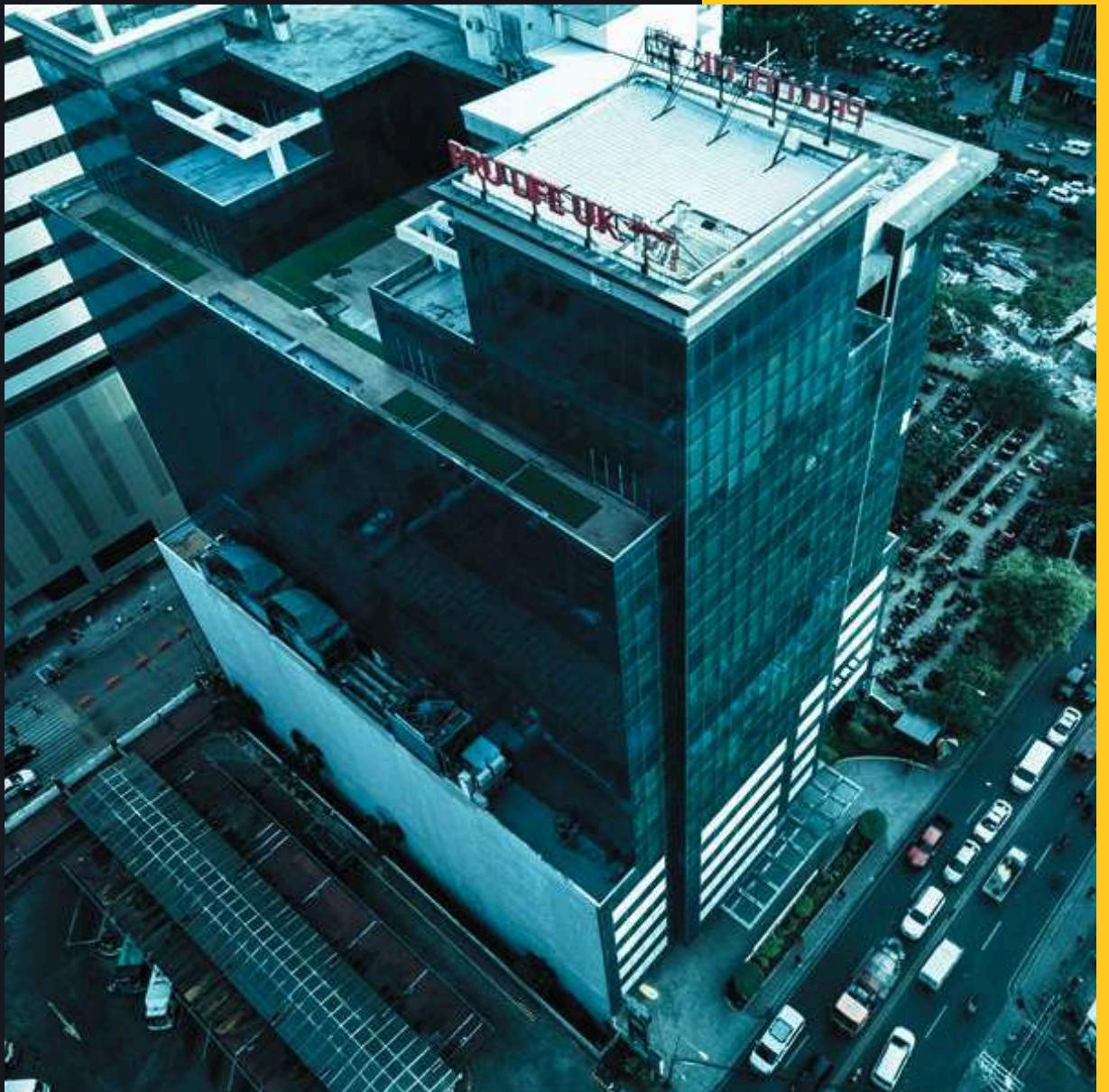
Modern computer and equipment that fit for purpose of the role.



**BSA SOLUTIONS INC.**

# **GETTING TO KNOW US**

## **COMPANY OVERVIEW**



12-14TH FLOOR, FLB CORPORATE BUILDING,  
CEBU BUSINESS PARK, PHILIPPINES

## Experience the benefits of offshore talent outsourcing with BSA Solutions Inc.

BSA Solutions Inc. is a premium provider of offshore talent outsourcing in the Philippines. With our expertise and certified track record, we offer a compelling solution for businesses seeking to outsource their labor offshore.

By partnering with BSA Solutions Inc., you gain access to a pool of experienced professionals with diverse skill sets. Our offshore teams in the Philippines are renowned for their dedication, adaptability, and commitment to delivering exceptional results. Whether you need customer and administrative support, IT services, accounting professionals, or any other business function, we have the talent to meet your specific requirements.

The Philippines offer a highly competitive labor market, allowing you to significantly reduce your operational expenses while maintaining quality and efficiency. You can leverage our expertise in talent acquisition and retention to build a cost-effective offshore team that drives your business forward.

By outsourcing offshore with us, you can focus on your core competencies and strategic initiatives while leaving the operational tasks to our skilled professionals. This allows you to optimize your resources, streamline processes, and ultimately achieve higher levels of productivity and profitability.

Join the multitude of businesses globally that have entrusted BSA Solutions Inc. with their offshore outsourcing needs. We are committed to delivering exceptional value, quality, and customer satisfaction. Visit our website at <https://bsa-solutions.com/> to learn more about our services and how we can help your business thrive in today's competitive landscape.



BSA SOLUTIONS INC.

# OUR VISION

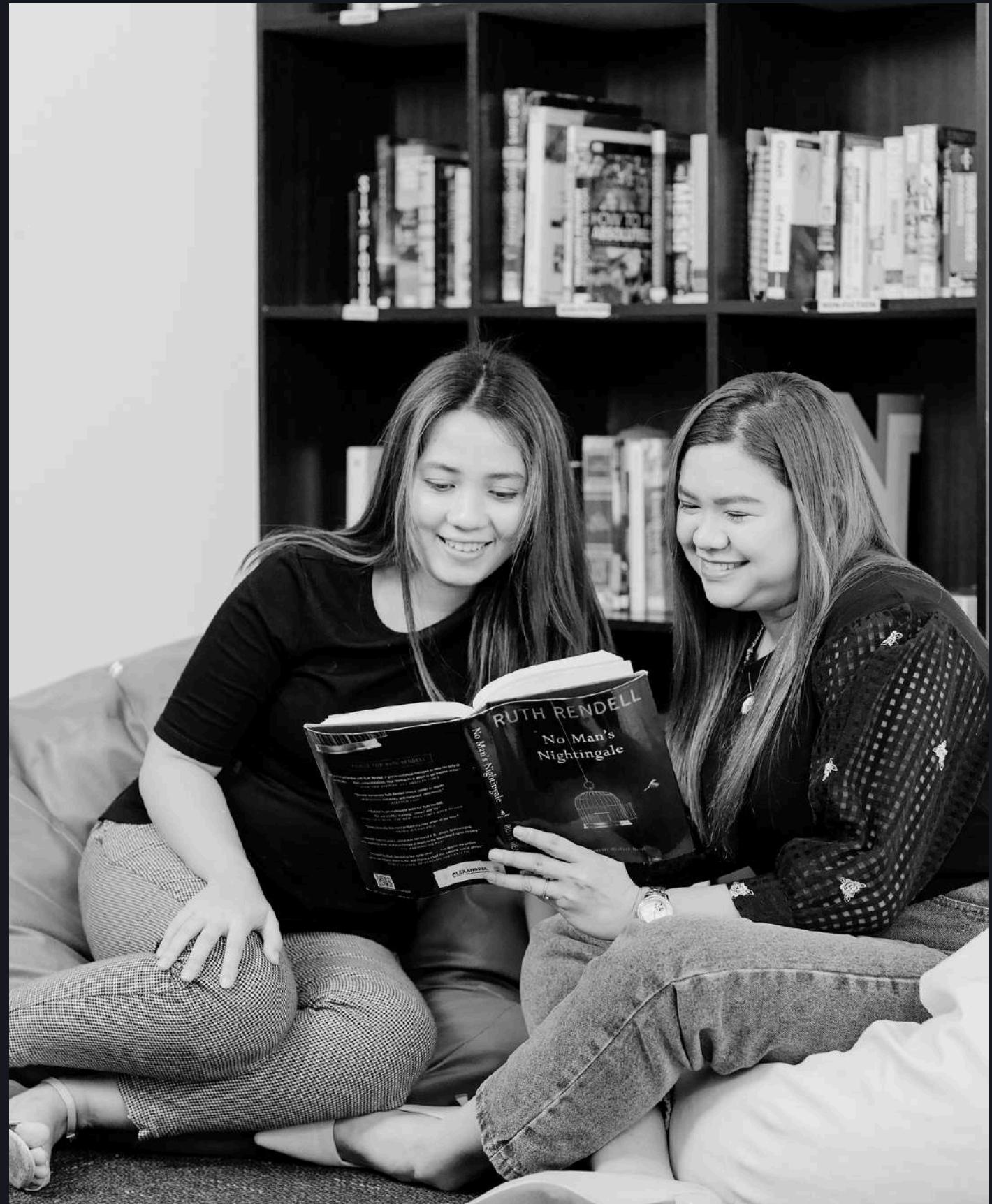
A place where bright  
minds meet to build a  
community of  
successful companies.



BSA SOLUTIONS INC.

# OUR MISSION

**Engage and nurture  
talent to reach their  
best potential.**





# OUR LEADERS



**Zana Gawan-Taylor**  
CEO, Founder

With an extensive background in finance, project management, and business development spanning various industries like oil and gas, shipbuilding, power, and utilities, I offer more than 25 years of valuable expertise. Working in diverse locations such as Australia, Malaysia, Italy, the UAE, and the Philippines has given me a global outlook and a profound understanding of international markets.

My educational accomplishments and professional background can propel your business forward with:

- BSc. in Industrial Economics University of Warwick, England
- MBA, AGSM, UNSW, Australia
- Executive Leadership, Said Business School, Oxford University
- CPA Australia & CIMA(UK)



**Chino Chua**  
CFO, Co-Founder

I have a proven track record of excellence in financial control and accounting management for both local and international publicly listed companies. I am proud to have been awarded the ICMA Bronze Medal in 2016, ranking third globally, and the Gold Medal from the Ateneo Graduate School of Business.

Being a certified public accountant and management accountant, I have the expertise and knowledge necessary to steer your business towards financial success. Here is a summary of my qualifications:

- CPA and CMA
- BA. Accountancy - University of San Carlos, Philippines
- MBA - Ateneo Graduate School of Business, Philippines



**Jerome Ochia**  
Operations Director

With over 18 years of experience, I have had the privilege of working with Startups, SMEs, and Fortune 500 companies, achieving significant milestones and driving success along the way. I possess a deep understanding of the BPO/Outsourcing industry and have leveraged this expertise to develop and implement strategies that drive operational excellence, business growth, and profitability.

Where I honed my skills in effective people management strategies and the strategic acumen needed to navigate the complexities of the business world.

- Bachelor of Science in Human Resource Management from CIT University
- Master's in Business Administration from CIT University



**Cely Osumo**  
People & Culture Director

With a strong foundation in human resource management and specialized knowledge in Philippine Labor Law, I offer more than 30 years of valuable experience. I have effectively managed the intricacies of the manufacturing and hospitality industries in the Philippines.

My academic credentials comprise:

- Bachelor of Science in Psychology from the University of San Carlos
- Master's in Organizational Development from the University of San Carlos, Philippines
- Certification in the Zenger-Miller Program from the Stephen Covey Institute, USA



**William Artajo**  
Information & IT Security

With more than 25 years of experience in programming, system design, integration, and ISO data security implementation, I am a seasoned professional with a wealth of expertise. I have successfully collaborated across various industries, including engineering and manufacturing, retail, public sectors, and BPO in the Philippines.

My educational background includes:

- BSc in Computer Engineering from the University of San Carlos, providing me with a solid technological and problem-solving foundation.

Equipped with extensive knowledge and skills, I am ready to assist your business in tackling intricate technical obstacles and fostering innovation.



BSA SOLUTIONS INC.

**Over the years, we have maintained a strong relationship  
with 40+ clients worldwide, representing diverse industries.**





**BSA SOLUTIONS INC.**

# THANK YOU

We are excited about the opportunity to collaborate with you and help you drive your growth. We look forward to discussing the details further and answering any questions you may have.

Let's schedule a call to discuss how we can work together to streamline your operations, deliver exceptional customer experiences, and optimize your costs.

**<https://bsa-solutions.com>**