



Helping global
companies grow by
building dedicated
world-class teams in
the Philippines.

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WHY TAHCHE?

Searching for **talents offshore** should be a lot easier than finding a needle in a haystack.

Tahche provides easy and curated access to offshore talents in the Philippines with vetted expertise in various specializations such as Marketing, Accounting, Technology, and Engineering.

- Build your offshore team in less than 30 days.
- Get top-quality talents each and every time.
- Effectively oversee offshore operations with dedicated full-time staff, free from the complications of regional bureaucracy and excessive procedures.

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Great companies build, and scale their teams in less time.

We focus on connecting small and medium-sized businesses in the US and other countries with skilled professionals in the Philippines, enabling them to build and scale their teams in a shorter time frame.



OUR SERVICES

Bespoke Talent Sourcing Recruitment Process Outsourcing

Our talent sourcing solutions are customized to ensure that you receive candidates who meet both your specific requirements and fit seamlessly into your corporate culture.

Tahche specializes in recruitment process outsourcing and employs best practices to source and deliver top talent that effectively meets your business requirements.

Our extensive pool of skilled and high-quality candidates provides a reliable stream of suitable options, enabling you to focus on managing your core business and saving your valuable time previously spent on sifting through hundreds of profiles.

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- Job Analysis
- Kick-off Call on Project
- Talent Sourcing & Pre-Vetting Phase



- Initial Recruiting Call
- Qualification Call



- Candidate Eligibility Interviews
- Skills Assessment



- Endorsements of Profiles for Client Review
- Client Interviews
- Candidate Selection Based on Client feedback



- Designing of Compensation and Benefits Package
- Job Offer Discussion and Contract Signing
- Technical Audit and Procurement of Hardwares/Softwares
- Background Check and Personality Assessments
- Submission of Pre-Employment Requirements for Tahche Records



OUR SERVICES

Talent-as-a-Service

Professional Employer Organization

Our focus is building *your* office in the Philippines. You are in control of the team size, organizational structure, office design, etc., and you can make changes to all as desired. It's *your* office and you are in control. We work together with you as partners to help ensure success.

Tahche specializes in providing critical and strategic Human Resource (HR) management support to enable you and your team to concentrate on your core competencies.

As a Professional Employer Organization, we take care of all the necessary administrative work behind the scenes to keep your dedicated team motivated and happy. Have the peace of mind knowing that all regulatory and government requirements are taken care of and that fair pay and benefits are given your offshore team.

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OUR SERVICES

Talent-as-a-Service

Professional Employer Organization Year-Round Engagement Activities

Having engaged employees is essential for enhancing productivity, promoting innovation, and driving commitment towards achieving your company's objectives. Our program is designed to maximize the impact of employee engagement by offering customizable solutions that cater to the unique needs of your organization. We provide standard year-round activities, and we can also develop a tailored program that aligns with your team's specific requirements.

- Celebrates Sinulog Festival
- Hearts Month
- Annual Summer Outing
- Outreach Program
- Sportsfest
- Company Anniversary
- Fathers Day and Mothers Day
- International Women's Month
- Halloween
- Annual Christmas Party



OUR SERVICES

World-class offices for your
world-class teams

Seat/Office Leasing

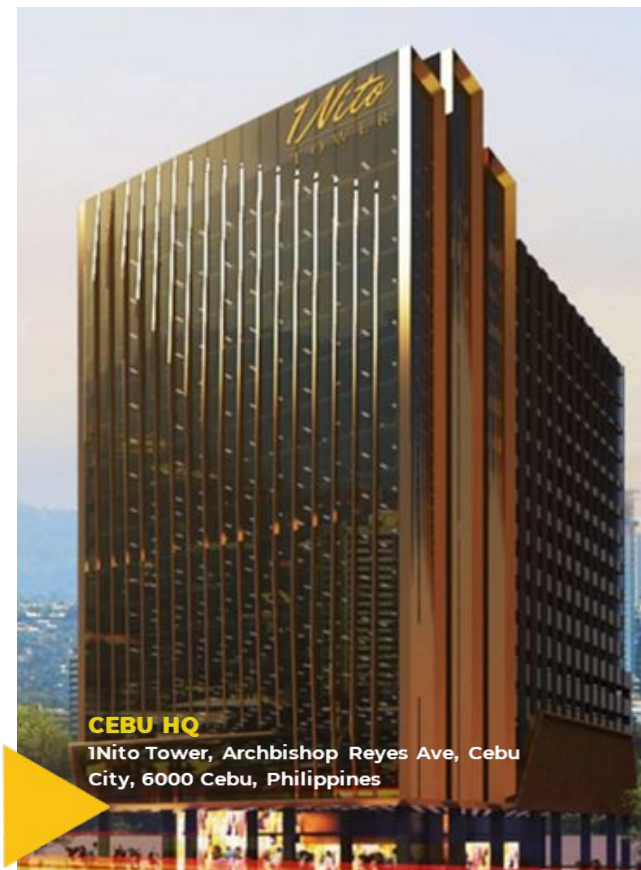
Metro Cebu and Metro Manila, PH

We provide contemporary office spaces in Metro Manila and Metro Cebu. All are equipped with facilities that cater to various office work requirements across industries, and are specifically designed to offer a **conductive workspace**, creating a secure and welcoming environment for improved engagement and productivity.

Our offices are **fully customizable** per your team's requirements, so you **remain in full control** of your team's office experience.

HIRE NOW

www.tahche.ph



CEBU HQ

1Nito Tower, Archbishop Reyes Ave, Cebu City, 6000 Cebu, Philippines



MANILA HQ

IBP Tower 19/F Unit 1907 Julia Varga Avenue Jade Drive, Ortigas Center, Pasig City



Get the best of both worlds with *Tahche*

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Tahche provides companies the combined benefits of captive and traditional offshoring, empowering them to perform better than competitors and create impact beyond what captive and traditional outsourcing can produce individually.

CAPTIVE	TRADITIONAL
OFFSHORING	
<ul style="list-style-type: none">• Maintain full control of your offshore team, including their compensation, work hours, work setup, equipment, and engagement activities.• Have offshore employees working solely for your company, with our support, to develop great employee-business relationships that improve retention rates. This means less time and cost spent on repeatedly training new hires!• Retain complete ownership of your digital and physical assets at all times.• Stay flexible and scale fast without hiring and recruitment limitations.	<ul style="list-style-type: none">• Build your offshore team of experts and professionals F.A.S.T. We are able to quickly source qualified employees through our extensive database and hire efficiently with our team of highly skilled HR and recruitment personnel.• Enjoy a cost-effective solution to hiring in the Philippines with Tahche as the employer on record No need to open a company in the Philippines from scratch!• Maximize your budget and have the benefit of a low initial investment so you can grow your business and your team at your own pace.• Avail the services of our dedicated management team who is ready to take care of employee recruitment, requirements, conflict resolution, and engagement.

Who says you need to choose when you can have the best of both worlds with Tahche! Our clients are already enjoying these combined benefits, leaving us with an above average Net Promoter Score in the consulting, technology, and services industries.



OUR HISTORY

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Tahche's operations in the Philippines has more than a decade of experience building exceptional dedicated teams for companies in North America (US and Canada), Australia,

New Zealand, and other global firms.

Tahche was founded on the dream of scouting and matching exceptionally capable Filipino employees with global companies in need of a reliable offshore workforce, and provide all of the benefits of all social safety the Filipino government mandates for its citizens. Tahche was founded on the dream of scouting and matching exceptionally capable Filipino employees with global companies in need of a reliable offshore workforce and providing all of the benefits of the social safety the Filipino government mandates for its citizens.

Tahche, a premier provider of top-notch Filipino employees, has come a long way since its inception in December 2012. From only having ten core members at its home office in Mindanao, servicing a single US drafting firm, the company quickly made its mark, surpassing expectations and experiencing consistent growth over the past decade.

In 2013, Tahche grew exponentially, starting the year with only one client and ending it with ten. To accommodate this growth, the company moved into a larger office in Talisay City, Cebu.

In 2017, Tahche moved into the central business district of Cebu City, Philippines, a modern workplace that housed 100 full-time team members.

By 2018, Tahche had doubled in size again, a remarkable feat for any business. The company's success was due to its ability to expand, diversify, and offer specialized services to clients across a wide range of industries.

In 2019, the COVID-19 pandemic disrupted the world and the way we work. Yet despite the setback, Tahche remained committed to its clients and helped them thrive amid the global health crisis. Tahche developed a unique productivity strategy, following all the safety mandates of the Philippine government, providing both work from home and safe work in office environments, supplemented by private busing, supplied meals, and additional hazard pay.

This maintained productivity and employee safety and achieved client and company goals. By 2022, Tahche was in growth mode, with an even bigger and brighter office in the 1 Nito Tower in Cebu City's Business District and a satellite office in Metro Manila housed within the Ortigas Business District.

With an ever-increasing number of goal-focused team members, Tahche seeks to break even more records, overcome more challenges with its innovative solutions, and heighten its focus on matching the best Filipino employees with global companies.

Today, with an ever-increasing number of goal-focused team members, Tahche seeks to break more records, overcome more challenges with innovative solutions, and heighten its focus on helping clients build world-class teams for their global dreams.



OUR VALUES & CULTURE

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CORE VALUES

Straight-Up Honesty

100% transparency

No

half-truths

Hassle-Free Communication

Straightforward

Pure

human

talk

Die-Hard Service

Get things done

above & beyond

expectations

F.A.S.T. CULTURE

Tahche is committed to helping you scale your business faster and focus on what matters most.

We observe a **F.A.S.T** culture inspired by the traits of our namesake - the cheetah, which emphasizes **Focus, Agility, Speed, and Trust**.

Let Tahche assist you in achieving your goals and getting more things done.



ENVIRONMENTAL, SOCIAL, & CORPORATE GOVERNANCE RESPONSIBILITIES

HIRE NOW



Tahche was founded by **Bryan Luoma**, a US born businessman with a loving Filipina mother who inspired him to positively impact the world, especially the Filipino community, through his business endeavors.

Classified as a minority owned company, Tahche is committed to not only empower US companies through cost-effective and sustainable offshoring solutions, but also to uplift Filipinos by giving them the opportunity to shine on the global stage, the chance to further their careers internationally, and the ability to improve their community's quality of life through our company services, policies, and initiatives.

We provide equal opportunity

Tahche's recruitment practices are inclusive of all ages, genders, abilities, and ethnicities. We give employees the freedom to express and present themselves in the way that is comfortable and right for them.

We also provide equal opportunity to employees who reside in the capital and the provinces to encourage social and industry development in different areas in the Philippines. Not only that but we give all employees equipment that will give them the same competitive base point for optimum work performance.



Carina is just one such employee who has built her career through Tahche. Since connecting her with Los Niños Services, a nonprofit organization based in New York, in June 2021, she has already built a name for herself. Now, she has been recognized by the CEO as one of the top contributors to the launching of the Young Child Learning website, a company initiative that brings Los Niños Services' assets online.

We empower communities in the Philippines and the world

Tahche helps small and medium sized businesses thrive in an increasingly competitive market through our cost-efficient recruitment solutions.

And as we do so, we empower Filipino employees by connecting them with international companies that are able to give competitive salaries, enabling them to better provide for their families. We also prioritize their future security by ensuring they receive government mandated benefits like maternity leave, bereavement leave, supplementary insurance, and retirement plans.

Tahche takes pride in introducing Filipinos into the global stage through international employment opportunities, helping them grow their careers beyond borders and letting the world know of what Filipinos have to offer.



ENVIRONMENTAL, SOCIAL, & CORPORATE GOVERNANCE RESPONSIBILITIES

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We take action towards a sustainable future

Tahche raises environmental and social awareness through company activities and initiatives. Among them are regular feeding programs for the less fortunate communities in Cebu and Metro Manila, an enrollment to employment program to support struggling Filipino dreamers in achieving a brighter future, emergency response support especially during the pandemic and other disasters including typhoons and earthquakes, employee engagement activities such as fashion shows that raise awareness on environmental sustainability, and social awareness corporate posts in order to expand the reach of our advocacies.

As part of our CSR programs, we have also worked to provide better living conditions to the children cancer patients in Cebu. We repainted their walls, donated mattresses and pillows, conducted a feeding program, provided entertainment, and more.

The future is indeed looking brighter as Tahche reaffirms its commitment to assisting more Filipinos. We are determined to expand our sustainable efforts by actively involving more individuals, initiating donation drives, and scaling up our programs. Through these endeavors, we aim to create a greater and enduring positive impact within the Filipino community, fostering a future filled with opportunity and prosperity for all.



PHILIPPINE SUPPORT TEAM

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You're in good hands with Tahche's highly capable leadership team. They possess nearly a century of combined industry-specific and Human Resources experience.



Business Process Expert

AMY

brings over three decades of experience in the pharmaceutical and BPO industries, having worked in various capacities for top multinational companies. With a successful track record managing strategy for top brands such as Augmentin, Engerix, and Gardasil, as well as large accounts like VONAGE, Best Buy, United American Airlines, AT&T, British Telecoms, and VacationRoost/LeisureLink, she has led a team of over 200 licensed and experienced staff.

As the Country Manager of Tahche, Amy is responsible for overseeing general business strategy and managing the company's overall operations. Her extensive experience in the industry has prepared her for this role, and she is dedicated to ensuring that Tahche maintains its position as a leader in the industry.



Human Capital Expert

ROXANNE

has extensive experience managing a diverse range of human resources functions for global businesses, including full-cycle recruitment, compensation and benefits management, performance management, policy design and development, labor relations, and training and development.

As our Tahche's Talent Acquisition Expert, she provides Tahche with innovative and cutting-edge solutions that support organizational growth for our clients in various industries.

If the talent you need exists in the Philippines (and even in other countries), she and her team will find them for your business.



PHILIPPINE SUPPORT TEAM

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Employee Engagement Team

Under Amy's leadership, the Employee Engagement team is dedicated to ensuring an unparalleled office experience for the company's rockstar employees. They take charge of curating engaging employee activities designed not only to excite and exhilarate but also to offer valuable development opportunities.

Contact them if you want to design and customize a unique employee experience for your offshore team in the Philippines.



Talent Acquisition Team

Roxanne leads Tahche's Talent Acquisition team, a dynamic group committed to sourcing and selecting top-tier professionals for Tahche's clients and business partners. With a keen eye for talent, they scour the rich Philippine talent pool, conduct multiple background checks, and implement a strict vetting process to ensure that only the best and brightest are hired.

If the professional you need exists in the Philippines, rest assured that the Talent Acquisition team will find and hire them for your business.



PHILIPPINE SUPPORT TEAM

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Human Resources Team

At the heart of Tahche is the Human Resources team. They tirelessly work to foster a positive and supportive environment, handling everything from employee well-being to seamless organizational processes.

For any inquiries related to employee relations, compliance, benefits, team management, or organizational development, the HR Team is your go-to resource.



Accounting Team

Precision, accuracy, transparency, and an undeniable can-do attitude define Tahche's Accounting team as they ensure the financial health of the organization. Meticulously handling financial transactions, payroll, budgeting, and fiscal planning, they work to maintain Tahche's financial integrity.

For inquiries regarding financial matters involving your Philippine team, the Accounting Team is ready to assist.



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Growth & Client Success Team

The Growth & Client Success team is the dedicated force ensuring the prompt and quick resolution of client concerns. Their commitment extends to ensuring that employees and employers are always aligned in matters of relevance. Through consistent and considerate communication, they keep clients abreast of Tahche's regular announcements, latest news, and initiatives which may involve their teams in the Philippines. Behind the scenes, this team takes charge of Tahche's various online platforms as well.

Connect with the Growth & Client Success team to get the latest updates on your Philippine team and for collaborative marketing opportunities with Tahche.



Special Project Team

The Special Project Team is responsible for handling unique and critical projects that drive the company's growth and innovation.

This team works on backend development, software solutions, and strategic initiatives to enhance the company's operations and competitive edge



PHILIPPINE SUPPORT TEAM

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Facilities & Maintenance Team

The Facilities & Maintenance team is dedicated to creating workspaces that inspire productivity and collaboration. Their work ranges from managing office spaces to procuring any necessary software and equipment to optimize facilities for efficiency.

If you want to ensure your offshore team's workspace aligns seamlessly with your business objectives, you can coordinate with our Facilities & Maintenance Team.



IT Team

The IT team ensures a functional and secure digital environment for Tahche and its clients. From managing networks to implementing cutting-edge digital solutions, they keep the organization's technological backbone robust and reliable so business operations run seamlessly 24/7.

For any IT-related queries or assistance, the IT team will be ready to provide support.



INTRODUCING A BETTER WAY TO HIRE WITH *TAHCHE*

HIRE NOW



In our commitment to providing businesses cutting-edge offshore recruitment and management solutions, we have developed a state-of-the-art platform that brings convenience, efficiency, and innovation at your fingertips.

TAHCHE is set to transform your hiring experience this 2024, offering a seamless and comprehensive all-in-one platform for all your recruitment and employment needs.

KEY FEATURES:

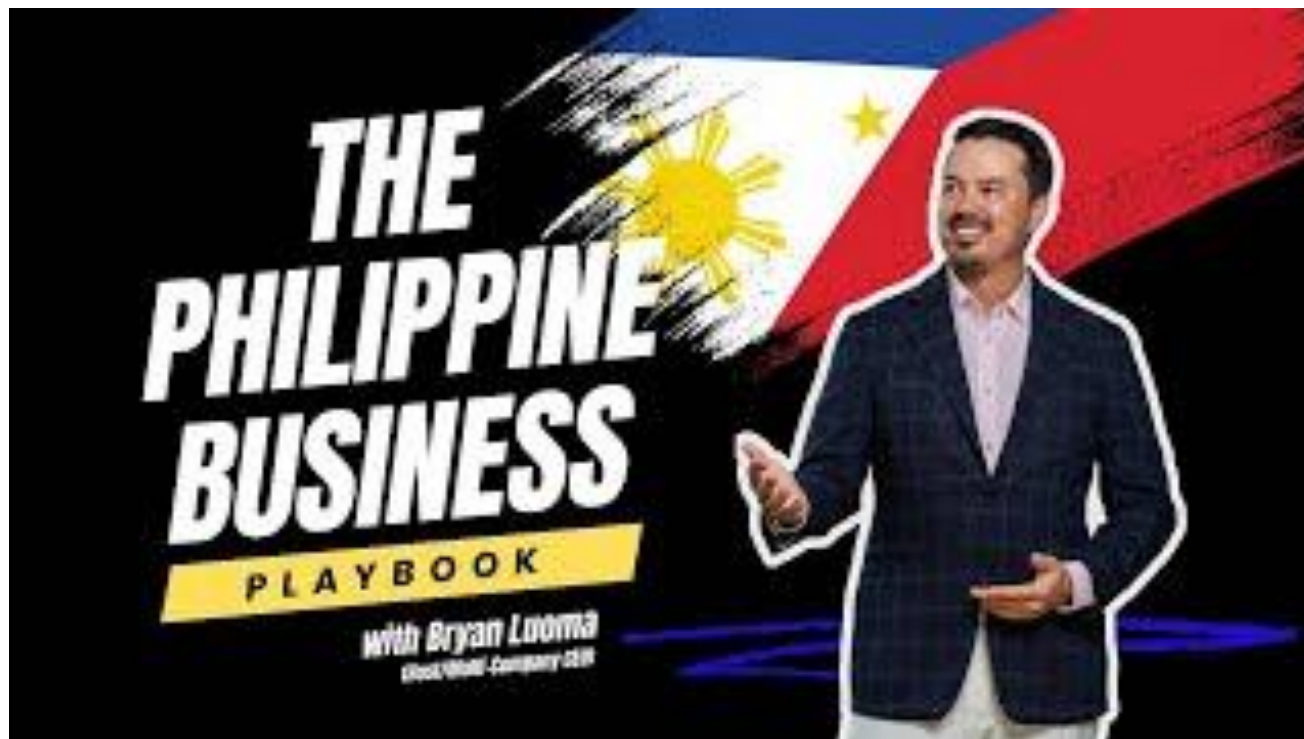
- **Access to an extensive candidate database:** Explore a vast pool of talented workers and professionals from the Philippines anytime, anywhere! Available via android, iOS, and on your computer, TAHCHE gives you access to thousands of profiles from our extensive database, with built-in filters to make it easier than ever to find the perfect match for your business needs.
- **Streamlined interview process:** Set up and conduct interviews effortlessly through the platform. With just a few taps (or clicks!), you can schedule and conduct video calls, as well as engage with potential candidates in real time.
- **Efficient Hiring Process:** TAHCHE simplifies the hiring process. From shortlisting candidates to interviewing qualified professionals and extending job offers, you can manage the hiring journey seamlessly without jumping from one platform to the next.
- **Contract Handling Made Easy:** Say goodbye to paperwork hassles! TAHCHE enables you to handle employment contracts digitally within the platform, streamlining the entire process and reducing administrative burdens.

With TAHCHE, hiring your premium Philippine team will just be a tap away.



THE PHILIPPINE BUSINESS PLAYBOOK *PODCAST*

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The Philippine Business Playbook podcast, hosted by Tahche's CEO, Bryan Luoma, is out now!

In this podcast, Bryan shares valuable business insights and actionable strategies on offshore recruitment, team management, and local Philippine culture. Forget about viral hacks that don't actually work.

"The Philippine Business Playbook" podcast is grounded on Bryan's real life experiences and results as a thriving multi-business owner for more than a decade.

So what are you waiting for? It has everything you need to know if you want to grow your team, scale your business, and explore opportunities for success in the Philippines!

Available on:





TAHCHE
Building World-Class Teams *F.A.S.T.*

To learn more how we can help you build your offshore team, you can reach out to:

Amylene Sy
Country Manager
amy@tahche.ph

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1Nito Tower, Archbishop Reyes Ave,
Cebu City, 6000 Cebu, Philippines

MANILA OFFICE

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