



Hire IT Professionals—Lower Costs

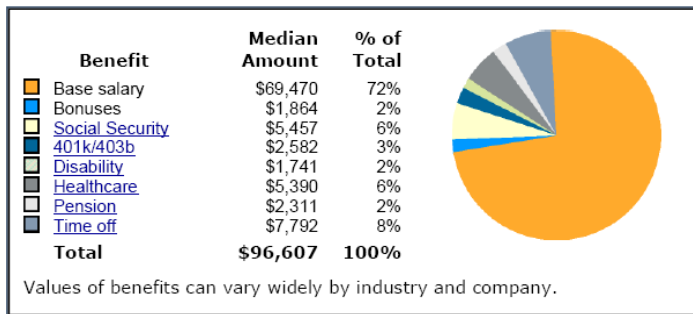
About In-Source

In-Source is the leader in India in-sourcing, an effective alternative to traditional outsourcing. In-Source offers a turnkey service that empowers businesses with offshore development and direct project management, while dramatically reducing costs.

Based in the United States, we are an established international presence and operate an offshore development office of IT professionals in India. We provide a global extension of a company’s workplace and workforce. We integrate offshore professionals selected to meet your business and technology needs. We provide tools and processes which empower you to effectively interact directly with your professionals in India.

IT Workforce Challenges

According to salary.com, the median expected salary and benefits for a typical Web Software Developer working in the United States is \$96,607.



This figure does not include many other expenses, such as office space, internet connectivity, desk, computer, software, recruitment, taxes, HR, and payroll services. This may add \$10,000 or more, bringing the total cost of a U.S. Web Software Developer to more than **\$105,000** per year.

Because of growing demand for quality IT professionals, U.S. companies face higher salary expenses. For example, Microsoft bulked up for battle with Google and other rivals by adding more than 10,000 employees worldwide in the past year (Seattle

Post-Intelligencer). As a result, companies have resorted to hiring less qualified IT professionals lacking relevant degrees and sufficient experience, or must pay much higher salaries to attract and retain qualified professionals.

In-Source Benefits

In-Source provides greater efficiency and more competitive operations, with benefits such as:

- **Reduced Costs**

The cost of an In-Source professional could be 75% lower than the total cost for an IT worker in the U.S.

- **Increased Professional Resources**

Integrate 3 or 4 In-Source professionals for the total cost of one U.S employee.

- **Direct Management**

Our clients choose in-sourcing because they prefer hands-on control through the development life cycle of their projects. Instead of relinquishing control to an outsourcing firm who does not understand your business as you do, In-Source allows your knowledge and direction to more effectively impact the development process.

- **Turnkey Services**

In-Source provides a turnkey solution including facilities, recruitment, human resource management, payroll and benefits administration, tax filings, and communication tools, so you can spend more time focused on your core business.

- **English Language**

India is the second largest English-speaking country in the world, and most IT professionals are educated in English.

- **High Quality Workforce**

As companies look for a way to differentiate themselves, that differentiation is coming through access to key talent. You will have access to a talent-rich supply of quality IT professionals with diverse experience and skill sets.

- **Advanced Technical Degrees**

In-Source's IT workforce has advanced degrees in computer science and engineering.

- **Experienced IT Professionals**

CMM Level 5 is the highest quality level of software development certification, and nearly 70 percent of the CMM Level 5 certifications are in India.

- **Work Ethic**

Because of higher work ethic common in the Asian region, our clients are impressed with the professionalism and performance of In-Source workers.

- **Reduced Operational Expenses**

We operate a state-of-the-art IT facility in Bangalore, the Silicon Valley of India, at a significantly reduced rate compared to U.S. facilities.

- **Extended Productivity Hours**

Because of the time difference between the United States and India, your projects could be developed and supported nearly 24/7, including many of the major U.S. holidays, which are not holidays in India. In-Source offers flexible shift times to allow overlap and coordination with your IT professionals.

- **Faster Time to Market**

Complete projects faster with a larger IT development team.

- **Increased Company Profitability**

With reduced costs, increased development resources at an affordable price, and faster development periods, In-Source clients can significantly increase profitability.

Areas of Expertise

In-Source specializes in providing our clients with high quality programmers, designers, system administrators, and other IT professionals working in the following technologies:

PHP, Perl, MySQL, AJAX, PostgreSQL, Apache, Linux, ASP, MSSQL, IIS, Windows, ASP.NET, C#, C++, VB.Net, Java, HTML, Photoshop, Flash, Illustrator, osCommerce, X-Cart.

Where it meets your needs, we focus on implementing open source technologies to accelerate the development life cycle and reduce the cost of development for the client.

In-Source Rates

In-Source provides IT professionals dedicated to work 160 hours per month on your projects. For each professional, there is a set up fee of \$2,000, and a monthly fee based on the professional's experience, skills and India salary requirements. The following table lists our current monthly rates:

Level 3 - \$1,520 per month

Level 4 - \$1,800 per month

Level 5 - \$2,080 per month

Level 6 - \$2,360 per month

Level 7 - \$2,640 per month

A Level 3 professional may be a recent college graduate, and a Level 5 professional may have 3 years of working experience.

You will be an active participant in selecting the professional best suited to work for you. Professionals are generally available to begin work within 30 to 60 days from receipt of the set up fee, as candidates usually must provide 30 days notice to current employer.

Savings with In-Source

Based on the salary.com figure provided above, your total cost for a web software developer may be **\$105,000** per year or more. Your total cost for a similarly qualified In-Source professional may be as little as **\$24,960** plus set up. Would your company be able to hire 3 or 4 qualified In-Source professionals for the cost of one U.S. employee?

Contact Us

Contact us for a FREE, customized proposal outlining the solutions and savings In-Source can provide for you.

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