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Global Talent Solutions:

Managing H-1B Cost via EOR and GCC Setup

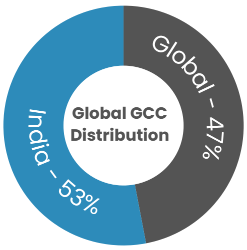
The Evolving H-1B Landscape: Heightened Fees and Selection Challenges

From September 21, 2025, U.S. employers must pay a $100,000 fee for new H-1B petitions, plus annual costs of $5,000–$10,000. With selection rates near 25%, especially for Indian applicants, employers face rising costs and uncertainty. **Alternative models** like **EOR** and **GCCs** are essential to secure talent while ensuring compliance and scalability.

Employer of Record (EOR):

EORs let companies hire globally without the need for a local entity.

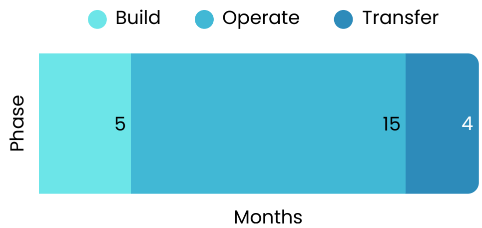
- Payroll, tax, and benefits management
- Full compliance with local labor laws
- Rapid onboarding without entity setup
- Risk mitigation and cost savings (up to 70%)



Proven Impact: U.S. Tech Leader's GCC Shift
Adopted EOR-GCC for 20-person Indian team | Achieved **45% cost reduction** ($95K/hire saved) | **Scaled 3x** via Bangalore GCC within one year.

Global Capability Center (GCC):

A GCC serves as a dedicated offshore hub for talent and operations. Through a **Build-Operate-Transfer (BOT)** model, companies can establish and scale teams in India with minimal upfront risk.



BOT: A Typical 2-Year Timeline

Phase 1 - Build (0-6 months):
- Set up location & infrastructure
- Hire initial team
- Establish policies & processes

Phase 2 - Operate (6-21 months):
- Partner manages operations
- Scale team as needed
- Ensure delivery & compliance

Phase 3 - Transfer (21-24 months):
- Hand over ownership & operations
- Client gains full control
- Option for ongoing support