

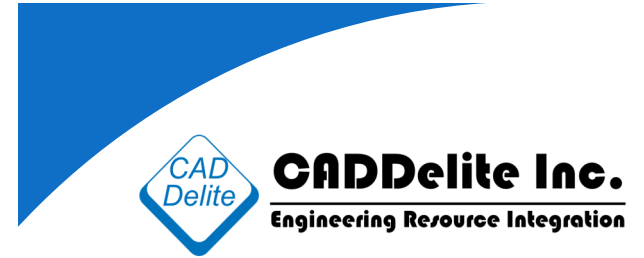
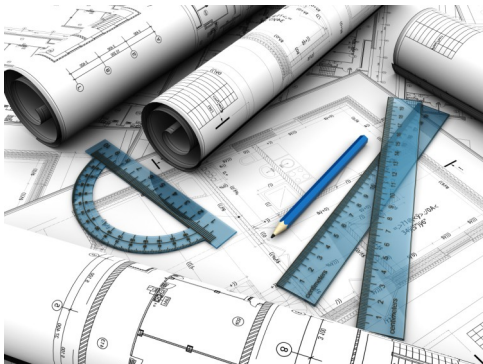
Outsourcing DIY

Need helpers for your engineering and design project? Do you want to take the advantage of outsourcing but don't want invest and manage overseas offices?

CADDelite Inc. offers you the opportunity to hire from 1.3 billion instead of 30 million with minimal cost.

Your hiring needs are evaluated. You choose, interview, hire and supervise your staff in China via information technologies. We help you with recruiting, fully furnished office, technical support, coordination, and co-supervision.

We have recruiting specialists, support staff and IT department to support your outsourcing need in the most cost-effective way.



Outsourcing DIY

—Recruiting and Outsourcing



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CADDelite Inc. is a Canadian engineering company specializing in sourcing engineering and fabrication globally to serve clients in North America.

Services	Unique Features
Custom Design and Fabrication	Products Engineered in Canada and Made in China
DIY Outsourcing	Ultimate Solution for Recruiting and Outsourcing
Engineering and Design	Cost-Effective and High Quality with Assurance

The benefits of our services:

1. **Success & Profitability:** Save big and increase your success
2. **Freedom & Peace of Mind:** Get rid of the tedious works and focus on your core competencies with assurance
3. **Simplicity & Support:** One stop for recruiting, engineering, design and fabrication supported internationally



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Engineering Resource Integration

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Why Outsourcing DIY?

If you feel any of the followings, you should consider our Outsourcing DIY service:

- Lacking works due to insufficient capacity and high cost?
- No time to focus on business due to tedious routine work?
- Struggling to keep up with deadlines?
- Profits are eroded by overhead costs, recruiting or expensive contractors?
- No sure with quality of the outsourced works?

Outsourcing DIY is the solution of all the headaches above.

Outsourcing DIY Rate

Below is typical rates for outsourcing DIY service all inclusive:

- Engineering Specialist/Consultant, \$4,000/month, min. 6 months assignment required.
- Engineers or designers, \$3,250/month, min. 6 months assignment required.
- EIT or CAD designers, \$2500/month, min. 6 months assignment required.

The True Labor Cost in Canada

There are many types of costs associated with employment, directly and indirectly: The true cost is 198.2-213.2% of the base salary.

For a Junior Engineer or a Designer with base salary \$50,000, the true cost might be up to \$100,000 annually. The associated costs:

- a), Recruiting, 15-25%; b), Benefits, 6.6%; c), Admin, 2.5%; d), Future Severance Payment, 10%; e), Bad Hiring, 5%; f), WCB Premium, 7%; g), EI, 2.5%; h), CPP, 5%; i), Statutory, 3.6%; j), Vacation, 6%; k), Training, 10%; l), Work Place Integration, 5-10%; m) Office, 10%; n), Support/Software, 10%.

In 2014 average US spend on recruitment fees was 21%, as reported by *The Forgyce Letter*.

A survey of 610 CEOs by Harvard Business School estimates that typical mid-level staff require 6.2 months to reach their break-even point.



Reference:

- <https://www.wcb.ab.ca/insurance-and-premiums/how-premiums-are-set/rate-setting/>
- <https://www.payworks.ca/payroll-legislation/CPPEI.asp>
- http://www.conferenceboard.ca/press/newsrelease/15-11-09/providing_employee_benefits_continues_to_be_a_significant_cost_for_employers.aspx
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- <http://work.alberta.ca/documents/General-Holidays-and-General-Holiday-Pay.pdf>
- <http://www.contractrecruiter.com/employee-onboarding-matters/>