## Why India & Latin America Don't Work Like They Used To

Established outsourcing hubs are expensive, competitive, and unstable

#### 1. Too many companies are hiring from the same places

India and Latin America are overcrowded, making it harder to find top engineers and driving up costs.

#### 2. Salaries keep going up — almost like the U.S

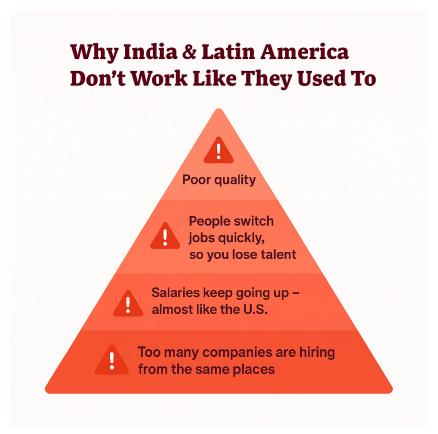
Pay in these regions is rising fast, sometimes close to U.S. levels, removing the cost advantage.

#### 3. People switch jobs quickly, so you lose talent fast

Frequent job-hopping wastes training, slows projects, and causes knowledge loss.

#### 4. Many agencies focus on numbers, not quality

Agencies often push poor matches just to fill roles, leading to bad hires and more turnover.



### The Hidden Price of Hiring in Crowded Markets

Sticking with these markets means paying more for less

#### 1. You spend more money replacing people every year

Frequent turnover means constant rehiring, interviews, and onboarding — costs that add up fast.

#### 2. Training gets wasted when people leave after a short time

New hires leave quickly, taking your training investment with them.

#### 3. You pay higher salaries but don't get long-term value

Salaries are high, but short tenures mean you pay more without building stability.



#### Latin America & India

# Emerging Markets (Uzbekistan, Georgia, Kazakhstan)

- Overcrowded talent pools; too many companies hiring from the same places harder to find good engineers
- Less crowded; untapped markets with access to loyal, highly skilled engineers
- Salaries rising close to U.S. levels; high costs for replacement and rehiring
- Lower salaries while maintaining strong technical skills
- High turnover, frequent job-hopping, wasted training, and instability
- Engineers value stable U.S. jobs → longer tenure and stronger team consistency
- Agencies push quantity over quality → poor matches and high turnover
- Carefully vetted candidates with technical and communication skills
- Frequent rehiring, wasted onboarding/training, high salaries without long-term value
- Long-term employees mean training investment pays off and costs stay predictable
- Can face cultural and communication challenges; more management overhead
- Strong English and teamwork → easier collaboration with U.S. teams
- Companies must navigate complex payroll, tax, and compliance issues
- Truss handles payroll, taxes, compliance, benefits, and equipment

- High risk of churn and poor ROI
- 100% risk-free hiring → no payment until the right candidate is found

# A Better Way: Hire From Uzbekistan, Georgia, and Kazakhstan

Access loyal, skilled talent with less cost and zero hassle

#### 1. Lower salaries, but engineers have great skills

Hire top engineers at lower cost without losing quality.

#### 2. People stay longer – they want steady U.S. work.

Engineers value stable jobs, so they stay and grow with your team.

#### 3. Strong English and teamwork

Great communication skills make collaboration smooth and easy.

## 4. Truss takes care of all the hard parts: payroll, taxes, compliance, benefits, laptops

We handle payroll, compliance, and HR so you don't have to.

#### 5. 100% risk-free approach — you don't pay until we find a candidate

No upfront fees – you only pay once we deliver the right hire.

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## Want loyal, skilled talent at a better cost?

**Book a Call with Us** 

We'll help you hire the right people!