



Hire Fast

Manage Easily

Pay Simply

A black and white photograph of three business professionals (two women and one man) standing in a modern office with large windows. They are silhouetted against the bright light coming from the windows, which offer a panoramic view of a city skyline with various skyscrapers. The office interior shows structural elements like a diagonal beam and a railing.

WE RAMP UP YOUR TEAM, YOU GET TO REAL BUSINESS

Hire Fast

Manage Easily

Pay Simply

RAMPING UP'S GLOBAL FOOTPRINT



USD **\$10+** MILLION

Annual Payroll Under Management

500+ EMPLOYEES

Cumulative Employees Signed

100%

Client Retention Rate

WHY WORK WITH US?

Global Talent Pool

Ramping Up provides access to a diverse and extensive global talent pool of skilled engineers, enabling clients to tap into a broad range of expertise and experience.



Lower Costs

With Ramping Up's vetted pool of engineers, our clients can hire Silicon Valley-grade engineers at 30-60% of the cost.



Specialized Skills and Experience

Our rigorous screening and vetting processes ensure that clients reach top-notch engineering talent. Based on your needs, we'll source for specialized skills and experience tailored to your project requirements.



Fast Hiring Process

Our streamlined hiring process accelerates the recruitment timeline, reducing the time and effort clients spend on searching, interviewing, and onboarding talent.



One-stop Payroll

Securely pay all your international employees through Ramping Up's global payment platform, with licensed bank-level security and funds safeguarding.



REMOTE ENGINEERING SOLUTION

Save your valuable time spent on recruiting, compliance, and back office – we take care of all that, so you can get to real business



Hire Fast

Our remote hiring solution can help put your team together in just 1-2 weeks, and hire under our EOR services



Manage Easily

We have office space and in-house HR, admin, and IT to administer policies and run remote teams efficiently



Pay Simply

Leave payroll calculations, global compliance, withholding tax to us. Simply pay your invoice in your local currency



HIRE WITH US

Choose to hire yourself or search for talent with us.

We'll draft and confirm your job description, and our recruitment team begins a tailored resume search. We'll send you filtered candidates and streamline your interviews.

Once you have an ideal candidate in mind, we'll send an offer on your behalf. Let us know the total cost you'd like to offer, we'll help negotiate and allocate benefit, pension, and insurance amounts.

- ✓ Contingent on successfully hiring a talented employee meeting your requirements
- ✓ One-time fee of 20% of total employee annual cash compensation



MANAGE WITH US

Employee of Record (EOR) - \$349 pp/month

- Compliant EOR contract signed via Ramping Up's own entity
- Employee tax and state pension administered monthly
- Track team attendance and includes 12 monthly payroll calculations
- Offer/onboard and severance/offboard negotiations
- Dedicated local HR support

**Please note a deposit is required for each employee*

Contractor of Record (COR) - \$199 pp/month

- Compliant contractor contract signed via Ramping Up's own entity
- Transparent contractor payments managed on system
- Ensured tax withholdings and compliance of contractor work
- Contracts that ensure protection and transfer of your IP



Value Added Services

Additional service fees may apply

Manage Remote Team Productivity

Office desk



Dedicated team office space



Site-to-site VPN



Device administration & lease



Employee care package



Premium health insurance plans



Leverage our in-house Capabilities

Legal contracts



Employee stock compensation plan



Cloud infrastructure solutions



Network security



UI design



IoT solutions



Additional Fees

There are no additional fees for using Ramping Up, but clients are required to provide a deposit for severance.



**LET'S RAMP UP
YOUR BUSINESS**

WWW.RAMPINGUP.COM

Appendix

SEVERANCE DEPOSIT



At the time of hiring, we request a deposit for each employee to cover anticipated statutory severance costs. This deposit must be paid before bringing each new employee onboard.

We ask for the severance deposit in accordance with statutory labor laws. The deposit amount is calculated as $N \times \text{Employee Monthly Salary} + 1 \times \text{Employee Monthly Salary}$, where:

- N is the number of years of employment
- For any value of N less than 1, N=1 is used for calculations
- The deposit amount is adjusted when employee salary changes and when N value changes based on the employee's length of employment

The deposit will be used to settle any statutory off-boarding costs if applicable, and the net value will be returned within 30 days of off-boarding via credit note, or upon request deposited via bank transfer to your account.

OUR 2-STEP INVOICE PROCESS

First Invoice (Funding Invoice):

- Billed at the beginning of each month, no later than the first week
- Includes the total employee compensation and Ramping Up management fees
- Used to facilitate salary payments to your employees
- Does not include any spreadsheets with detailed calculations
- Must be paid by due date stated on invoice, or payroll will be withheld for the month until payment is made

Second Invoice (Reconciliation Invoice):

- Billed at the end of each month
- Accounts for differences between the first and second invoice, which may include (but are not limited to):
 - Expenses incurred
 - Adjustments to salary, bonuses and commissions
 - Adjustments to deposits
 - FX rates changes
 - Any other charges which are to be paid to the employee
- Intended as the final invoice of the payroll period
- Includes spreadsheets with detailed calculations

Upon receiving the Second Invoice, you are required to pay the net differential amount between the first and second invoice if applicable. If there is a net payable to you, a credit note will be issued, which will be offset against your next invoice.

CLIENT CASE STUDIES

Hire Fast

Manage Easily

Pay Simply

Creatify AI

A pioneering AI-powered video ad creation platform



 Industry: AIGC

 Funding stage: Seed round

 HQ: Mountain View, California

- Onboarded elite engineers in 1 week
 - Time it took Ramping Up to hire a 5 engineers' team for client
- Helped with organizing the new structure of the team in 1 month
 - The new team structure reorganized in just a month's time, saving 3 months from original plan
- 60% overall cost savings were realized with Ramping Up's services



Challenge

Creatify needed to scale its engineering team but faced challenges with a dispersed workforce. To streamline operations, they required assistance in hiring elite talent and setting up their local office.

Solutions

Our solution was to help Creatify hire top engineers in Shenzhen, managed global payroll and compliance. We also assisted in organizing their new office to ensure smooth setup and operational efficiency. Additionally, we supported team culture by facilitating bonding events and fostering collaboration.

Results

Creatify successfully onboarded elite engineers in 1 week and restructured their engineering team in 1 month. These efforts enabled them to scale quickly and efficiently in their new Shenzhen hub.

Jampack



Industry: TMT



Funding Stage: Series A



HQ: Schiller Park, Illinois

- Onboarded team in 3 weeks
 - Time it took Ramping Up to hire a 22 engineers' team for client
- 9 months saved
 - The new team revamped the core system in just 3 months' time, saving 9 months from original plan
- Project delivered at 1/3 of original budget with Ramping Up services



Challenge

Jampack urgently needed to modernize its outdated legacy systems to meet industry demands. Facing a tight timeframe, they turned to Ramping Up for efficient, scalable solutions.

Solutions

In 3 weeks, we onboarded 22 top engineers for Jampack, specializing in Python, React, DevOps, and machine learning. We manage their engineers in Shenzhen and Shanghai, handling HR, admin, and compliance. We also provide legal, payroll, and daily support, enabling Jampack to focus on their core business.

Results

This collaboration sped up product development while cutting costs. Remote teams improved operational resilience and customer support.

OpenArt AI



Industry: AIGC



Funding stage: Seed round



HQ: Redwood City, California

- Worked with the startup founding team since Day 1
 - Hired first engineer to build MVP, participated in the product ideation process
 - Recruit 5 full-stack engineers for the team specializing in Node.js and React
 - Continuous support & consultation provided over years

Challenge

OpenArt's journey began with the foundational vision of its founders, Coco and John. They needed a skilled team and guidance to overcome the technical challenges of developing their product.

Solutions

Ramping Up helped OpenArt secure their first engineer, critical in developing their MVP through our elite talent acquisition services. As their needs grew, we recruited a remote team of 5 full-stack engineers, providing continuous support and consultation over 2 years to help them build a full-fledged product.

Results

Through our partnership, they successfully scaled their product to 1 million users, supported by our talent acquisition and continuous guidance.