



✓ IBM Alumni Leadership

✓ Tech Mahindra Heritage

✓ SLA-Backed Delivery

✓ Free Replacement

RECRUITMENT PARTNER SINCE 2020 · HEADQUARTERED IN INDIA · DELIVERING GLOBALLY

AB7 SOLUTIONS

Hire **faster**, save **smarter**, scale with **confidence**.

End-to-End Recruitment & Staffing — built on 17+ years of leadership at **IBM** and **Tech Mahindra**, sharpened with AI-driven sourcing and human judgement.

Delivering across **USA, UK, Europe, Australia, New Zealand, Canada** and the **UAE**.

PROVEN OUTCOMES — Numbers our clients see, not promises.

7,000+
PLACEMENTS
DELIVERED

30–50%
FASTER
TIME-TO-FILL

40%
LOWER COST PER
HIRE

17+ yrs
LEADERSHIP
PEDIGREE

→ YOUR 5-MINUTE GUIDED WALK-THROUGH

01 WELCOME

02 OUR STORY

03 CAPABILITIES

04 OUR REACH

05 OUR DIFFERENCE

06 YOUR PARTNERS



A GUIDED WALK-THROUGH

Six chapters. One outcome — confident hiring.

In the next few pages you'll see who we are, what we deliver, where we excel, and why companies trust us with their most important hires. Take this as a working tour, not a pitch.

01 Welcome

YOU ARE HERE

Where you are right now. Get oriented with what AB7 Solutions is and what to expect on this short tour.

02 Our Story

OUR DNA

17+ years of leadership at IBM and Tech Mahindra, distilled into a focused, AI-driven hiring partner since 2020.

03 Capabilities

WHAT WE DELIVER

Eight ways we help you hire — from advisory to full RPO, permanent & contract staffing, C2C/C2H, and remote teams.

04 Our Reach

WHERE WE EXCEL

20+ industries, every level of role — from leadership to specialist — staffed across India and globally.

05 Our Difference

WHY CLIENTS STAY

Speed, savings, quality — a measured hiring process backed by SLAs and dashboards, not promises.

06 Your Partners

BEGIN THE WORK

Meet the leadership team, see how the engagement works, and start the conversation when you're ready.



WHO WE ARE

Your strategic hiring partner.

17+ years of global-brand leadership · AI-driven sourcing · Human judgement

Augmentive Business 7 Solutions Pvt Ltd (AB7) is a full-service recruitment and staffing firm **headquartered in India**, delivering hiring solutions across the **USA, UK, Europe, Australia, New Zealand, Canada** and the **UAE**. We combine 17+ years of leadership experience from global brands like **IBM** and **Tech Mahindra** with modern AI-driven sourcing — helping companies hire the right talent faster and at a lower cost.

OUR MISSION

To simplify hiring for businesses across India and key global markets — by blending human expertise with AI — so our clients get the right people, fast, and within budget.

OUR VISION

To be the trusted recruitment partner of choice — for businesses across India, USA, UK, Europe, Australia, NZ, Canada and the UAE — known for speed, quality, transparency and measurable savings on every hire.

7,000+

POSITIONS FILLED

17+ yrs

LEADERSHIP

20+

INDUSTRIES

2020

DELIVERING SINCE



OUR SERVICES AT A GLANCE

One partner. Eight ways we help you hire.

From advisory to full-scale delivery — across permanent, contract and remote hiring models.

01

Recruitment Consultancy

Advisory on hiring strategy, job design, salary benchmarks and talent-market insights.

02

Full RPO

We run your entire hiring engine — sourcing to onboarding — with SLA-backed delivery.

03

Staff Augmentation

Ready-to-deploy professionals on our payroll, embedded inside your team.

04

Permanent Staffing

On-roll talent for leadership, mid and junior positions — with a free replacement guarantee.

05

Temp / Contractual

Flexible workforce for projects, seasonal spikes or short-term rollouts.

06

Corp-to-Corp (C2C)

Vendor-to-vendor specialist placements with full legal & compliance coverage.

07

Contract-to-Hire (C2H)

Try-before-you-hire — evaluate talent on real work before converting them.

08

Remote Professionals

Vetted remote talent from India — short-term or long-term engagements.



SERVICE 01

Recruitment Consultancy

Advisory-led hiring — we help you design smarter roles, not just fill them.

WHAT IT IS

Strategic consulting on your hiring plan — role design, job descriptions, salary benchmarks, sourcing channels, interview scorecards, and talent-market intelligence for the roles you want to fill.

IDEAL FOR

Startups scaling fast · HR teams without in-house TA expertise · Companies entering new geographies · Firms with high attrition needing a hiring rethink.

◆ IN PRACTICE — A REAL SCENARIO

Imagine **your company** is scaling fast — you've just secured new funding and need to hire **30+ professionals across engineering, sales and ops in the next 6 months** — but your in-house HR team has never recruited at this scale. **AB7 plugs in as your full recruitment support team:** we design your hiring strategy, write the right job descriptions, run sourcing and screening, coordinate interviews, manage offers, and **onboard every resource you need** — from senior engineers and managers to operations and support staff — so they're ready to deliver from day one. Result: **you fill every open role on time, avoid costly mis-hires, and your HR team focuses on people development** instead of firefighting.

BEST FOR: SCALING TEAMS · ENGAGEMENT: 4–8 WEEKS · ONGOING SUPPORT · OUTCOME: FULL-STACK RECRUITMENT + ONBOARDING

WHAT YOU GET

- ✓ Custom hiring strategy and role blueprint
- ✓ Market salary & competitor benchmarking
- ✓ Sourcing channel mix recommendation
- ✓ Interview process & scorecard design
- ✓ Diversity & inclusion hiring framework



SERVICE 02

Full Recruitment Process Outsourcing

Hand us your hiring engine. We run it end-to-end.

WHAT IT IS

We become your outsourced talent acquisition team — owning sourcing, screening, interview coordination, offer management and onboarding. You get a dedicated recruiter pod, weekly dashboards, and guaranteed SLAs on every role.

IDEAL FOR

Companies hiring 10+ roles/month · Seasonal hiring waves · Organisations without an in-house TA team · HR leaders moving from cost-centre to strategic.

◆ IN PRACTICE — A REAL SCENARIO

Imagine **your company** has bold growth plans this year - you need to fill **80+ roles across customer support, operations, engineering and sales** without building an internal recruiter team. **AB7 becomes your outsourced talent acquisition partner:** we deploy a dedicated recruiter pod that owns your entire pipeline (sourcing - screening - offers - onboarding), reports to you in a weekly dashboard, and bills at a fixed monthly fee. Result: **you get an enterprise-grade hiring engine without the overhead of recruiter salaries, ATS licences or job-board contracts** - and your leadership focuses on scaling the business, not screening resumes.

BEST FOR: 10+ HIRES/MONTH · ENGAGEMENT: 6+ MONTHS · OUTCOME: A HIRING ENGINE YOU DON'T HAVE TO BUILD

WHAT YOU GET

- ✓ Dedicated recruiter pod & account manager
- ✓ ATS integration + weekly analytics dashboards
- ✓ End-to-end: sourcing to offer to onboarding
- ✓ SLA-backed fill times and quality metrics
- ✓ Fully scalable up or down by the month



SERVICE 03

Staff Augmentation

Add skilled people to your team in days — not quarters.

WHAT IT IS

We place vetted professionals directly inside your team. They work under your direction on your projects, but sit on our payroll — so you get speed and flexibility without headcount, PF, gratuity or exit-liability.

IDEAL FOR

Project spikes · Niche-skill gaps · MVP builds · Digital transformation programs · Senior talent fast without a permanent offer.

◆ IN PRACTICE — A REAL SCENARIO

Imagine **your company** has just won a big project that needs **6 senior developers for 9 months** - but hiring them as employees would be too slow and too risky if the project ends. **AB7 deploys 6 vetted developers in 2 weeks**, embedded inside your team and reporting to your tech lead, but on AB7's payroll. We handle compliance, payroll, equipment and HR. Result: **you scale up the moment you need to and scale back down whenever the project wraps - with zero severance, zero liability, and your in-house headcount unchanged.**

BEST FOR: PROJECT WORK · DEPLOY: 7-15 DAYS · OUTCOME: SKILLED TEAM, ZERO OVERHEAD

WHAT YOU GET

- ✓ Pre-screened talent deployed in 7–15 days
- ✓ On AB7 payroll — zero compliance burden
- ✓ Scale up/down monthly with no severance cost
- ✓ Backfill & replacement within 72 hours
- ✓ Timesheet, invoicing and compliance fully managed



SERVICE 04

Permanent Staffing

On-roll hires for the long-term backbone of your team.

WHAT IT IS

End-to-end permanent hiring — sourcing, screening, interview management, offer roll-out and onboarding for full-time positions joining directly on your payroll. Backed by a free replacement guarantee.

IDEAL FOR

Core team roles · Leadership positions · Specialist engineering & sales hires · Roles where you want a long-term culture fit.

◆ IN PRACTICE — A REAL SCENARIO

Imagine **your company** needs to fill a **critical leadership role** - a Plant Head, a Head of Sales, a CFO - where one bad hire could cost crores in lost revenue, attrition or strategy mis-steps. **AB7 runs a confidential, end-to-end search across passive senior candidates**, presents a hand-picked shortlist of 5 finalists with full scorecards, manages every interview round, and backs the placement with a **free replacement guarantee**. Result: **you get the right long-term leader without disrupting current operations or signalling change to your competitors.**

BEST FOR: CRITICAL HIRES · GUARANTEE: FREE REPLACEMENT · OUTCOME: THE RIGHT LONG-TERM HIRE

WHAT YOU GET

- ✓ Hand-picked shortlists with scorecards
- ✓ Discreet outreach to passive candidates
- ✓ Compensation benchmarking before offer
- ✓ free replacement guarantee on every hire
- ✓ Offer-to-join handholding and onboarding



SERVICE 05

Temp / Contractual Staffing

Right-size your team for the season — not the year.

WHAT IT IS

We supply professionals on fixed-tenure contracts (1–12 months) with full statutory compliance — payroll, PF, ESIC, gratuity — so you can scale up for projects, peaks or pilots and scale back down with zero exit liability.

IDEAL FOR

E-commerce peaks · BPO ramps · Manufacturing & warehousing spikes · Event-based hiring · Short-term digital & creative projects.

◆ IN PRACTICE — A REAL SCENARIO

Imagine **your company** has a **seasonal peak or short-term project** that needs 50+ contract staff - warehouse supervisors, BPO agents, project engineers - for the next 4 to 12 months. Hiring them permanently would mean expensive layoffs once demand drops. **AB7 supplies pre-screened contract staff**, manages payroll, PF, ESIC and statutory compliance end-to-end, and scales the team back down right on schedule. Result: **you get the workforce you need for the quarter - with zero exit liability and zero compliance burden.**

BEST FOR: SEASONAL WORK · TENURE: 1-12 MONTHS · OUTCOME: FLEX WORKFORCE, NO EXIT COST

WHAT YOU GET

- ✓ Pre-screened contract resources
- ✓ Statutory compliance (PF, ESIC, gratuity, taxes)
- ✓ Payroll, leave & attendance management
- ✓ Quick replacement if anyone leaves
- ✓ Convert-to-permanent option at any point



SERVICE 06

Corp-to-Corp (C2C) Hiring

Vendor-to-vendor specialist placements with full compliance.

WHAT IT IS

We supply specialist talent through a vendor-of-record (C2C) arrangement — ideal for US/UK projects where the consultant works through their own corporation. AB7 holds the contract, manages billing, timesheets and compliance.

IDEAL FOR

US/UK client projects · IT consulting engagements · Specialist contractors on own S-Corp/LLC · Large SIs & MSPs needing sub-vendor partners.

◆ IN PRACTICE — A REAL SCENARIO

Imagine **your company** is running a **specialist consulting engagement** - 3 Salesforce architects, 5 SAP consultants, niche cloud engineers - but your preferred vendor doesn't have them on the bench. **AB7 supplies the talent through a vendor-to-vendor (C2C) arrangement:** we hold the contract, manage compliance, billing, timesheets and cross-border tax, and deliver the experts directly to your project. Result: **you get specialist skills without onboarding new vendors, navigating a compliance maze, or absorbing legal risk.**

BEST FOR: SPECIALIST CONSULTING · SETUP: 1-2 WEEKS · OUTCOME: COMPLIANT NICHE TALENT

WHAT YOU GET

- ✓ Vendor-of-record service
- ✓ MSA / SOW drafting and negotiation
- ✓ Contractor onboarding & off-boarding
- ✓ Timesheet, invoicing and tax compliance
- ✓ Cross-border compliance & immigration support



SERVICE 07

Contract-to-Hire (C2H)

Try-before-you-hire — convert only after real-work evaluation.

WHAT IT IS

Place a candidate on a 3–6 month contract with the option to convert to your full-time permanent roll if both sides are happy. The candidate works on real projects, you observe culture fit, output and delivery — and only commit when confident.

IDEAL FOR

Senior & leadership hires · Mission-critical roles · Culture-sensitive positions · Anywhere the cost of a bad hire is very high.

◆ IN PRACTICE — A REAL SCENARIO

Imagine **your company** needs to bring in a **senior leader** - Head of Marketing, VP Engineering, Head of People - but you're not 100% sure their style and your culture will click before signing a senior salary commitment. **AB7 places the candidate on contract first:** they work full-time on real strategy and deliverables. After **3-6 months of evaluation on actual work**, you can convert them permanent - or part ways with no commitment. Result: **you de-risk a high-stakes hire, the candidate proves themselves on real outcomes, and both sides walk into the permanent decision with full confidence.**

BEST FOR: HIGH-RISK SENIOR HIRES · TRIAL: 3-6 MONTHS · OUTCOME: CONFIDENT PERMANENT HIRE

WHAT YOU GET

- ✓ 3–6 month evaluation period on real work
- ✓ Standard conversion-to-permanent terms
- ✓ Clean exit if the fit isn't right
- ✓ Onboarding & payroll managed end-to-end
- ✓ No conversion fee on permanent placement



SERVICE 08

Remote Professionals

World-class talent. Distributed delivery. India cost economics.

WHAT IT IS

Build dedicated remote teams in India that work in your time zone, on your tools, embedded in your culture. We hire, vet, onboard and manage — all on AB7 payroll. You get full-time professionals at 50–60% lower fully-loaded cost than US/UK hires.

IDEAL FOR

Global teams · US/UK/EU companies seeking cost-effective talent · Founders building distributed teams · Organisations adopting hybrid or remote-first models.

◆ IN PRACTICE — A REAL SCENARIO

Imagine **your company** wants to **expand capacity** - engineering, support, design, ops, finance - without growing your local headcount or pushing your real-estate costs up. **AB7 deploys vetted full-time professionals from India** on AB7's payroll, working in your time zone (US, UK, Europe, Australia, NZ, Canada or UAE business hours). You get the same skill calibre at **50-60% lower fully-loaded cost**, with AB7 handling onboarding, equipment, compliance and HR. Result: **you ramp a 10-person team in 30 days - not 6 months - and your local team focuses on your highest-leverage work.**

BEST FOR: CROSS-BORDER SCALE · SAVING: 50-60% LOWER COST · OUTCOME: DISTRIBUTED TEAM, FAST

WHAT YOU GET

- ✓ Vetted full-time remote professionals
- ✓ Time-zone-aligned delivery (US/UK/EU)
- ✓ On AB7 payroll — zero compliance lift
- ✓ Equipment, IT and HR managed by AB7
- ✓ Scale a 10-person team in 30 days



WHERE WE DELIVER

Global clients. Local expertise.

Headquartered in India - Active deliveries across 4 continents and 8+ markets.

From scaling startups in **San Francisco** to enterprise hiring in **London**, dynamic teams in **Dubai**, distributed engineering in **Sydney**, and compliance-heavy mandates in **Toronto** - AB7 delivers recruitment with local context and global SLAs.

<p>United States</p> <p>SaaS, Fintech, Healthcare, IT services - coast to coast.</p> <p>KEY MARKET</p>	<p>United Kingdom</p> <p>Banking, consulting, technology - London & regional hubs.</p> <p>KEY MARKET</p>	<p>Canada</p> <p>Engineering, healthcare, fintech - Toronto, Vancouver.</p> <p>ACTIVE</p>	<p>Europe</p> <p>Manufacturing, BFSI, technology - DACH, Benelux, Nordics.</p> <p>ACTIVE</p>
<p>Australia</p> <p>Mining, technology, professional services.</p> <p>ACTIVE</p>	<p>New Zealand</p> <p>Technology, services and creative industries.</p> <p>ACTIVE</p>	<p>UAE / Dubai</p> <p>Real estate, banking, retail and government enterprises.</p> <p>ACTIVE</p>	<p>India - HQ</p> <p>Full-spectrum delivery across IT, BFSI, healthcare, mfg.</p> <p>HEADQUARTERS</p>

GLOBAL DELIVERY	8+ Markets served	4 Continents	24/7 Time-zone aligned	100% Cross-border compliance
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WHERE WE EXCEL

Deep domain benches across 20+ industries.

From regulated heavyweights to fast-moving consumer brands — we know the talent maps.

• Information Technology	• Financial Services & BFSI	• Healthcare & Pharma	• Manufacturing & Engineering
• Retail & E-Commerce	• Logistics & Supply Chain	• Real Estate & Construction	• Telecom & Media
• Automotive	• Education & EdTech	• Hospitality & Travel	• Energy & Utilities
• FMCG & Consumer Goods	• Insurance	• Government & PSU	• Aerospace & Defence
• Legal & Compliance	• Non-Profit & NGO	• Agritech	• AI / Data / Cloud

ROLE DEPTH

Talent placed across every level — from leadership to specialist:

LEADERSHIP	CEO · CTO · CFO · CHRO · COO · VP / Director / Head
MANAGEMENT	Senior Managers · Project Leads · Department Heads · Programme Managers
SPECIALIST	Engineers · Architects · Data Scientists · Designers · Sales · Finance · Legal
OPERATIONAL	Customer Support · Operations · Admin · Logistics · Field & Trade



WHY AB7

Eight reasons leading teams trust us with their hiring.

Faster delivery

Pre-vetted pipelines and AI-assisted sourcing fill open roles in 7–21 days, not months.

Lower cost

Outcomes-based pricing — clients save 30–45% vs in-house TA on a fully-loaded basis.

Quality first

Every shortlist is scorecard-driven, not gut-feel. Less rehiring, better retention.

Global delivery

Active deliveries across India, USA, UK, Europe, Australia, NZ, Canada and the UAE.

Pedigree

Founders with 17+ years at IBM and Tech Mahindra. They've hired at scale themselves.

Compliance

Full statutory cover — PF, ESIC, gratuity, MSA/SOW, cross-border tax — handled.

Tech-driven

ATS-integrated reporting, weekly dashboards, candidate pipeline visibility.

Long partnership

Most of our clients renew annually. We optimise for their hiring engine, not commissions.



HOW WE DELIVER

From discovery to ongoing — a repeatable, SLA-backed engine.

01 · Discovery

Understand the role, team, culture, blockers — write the JD that attracts.

02 · Sourcing

AI + human outreach across portals, networks, communities and passives.

03 · Screening

Scorecard-driven assessment — skills, motivation, expectations, fit.

04 · Coordination

Interview scheduling, candidate prep, panel debriefs and feedback loops.

05 · Offer

Offer roll-out, negotiation handholding, counter-offer strategy, joining date.

06 · Onboarding

Ongoing support — pulse checks, ramp-up tracking, replacement if needed.

**SLA-BACK
ED**

First profile in **72 hrs**

Shortlist in **5 working days**

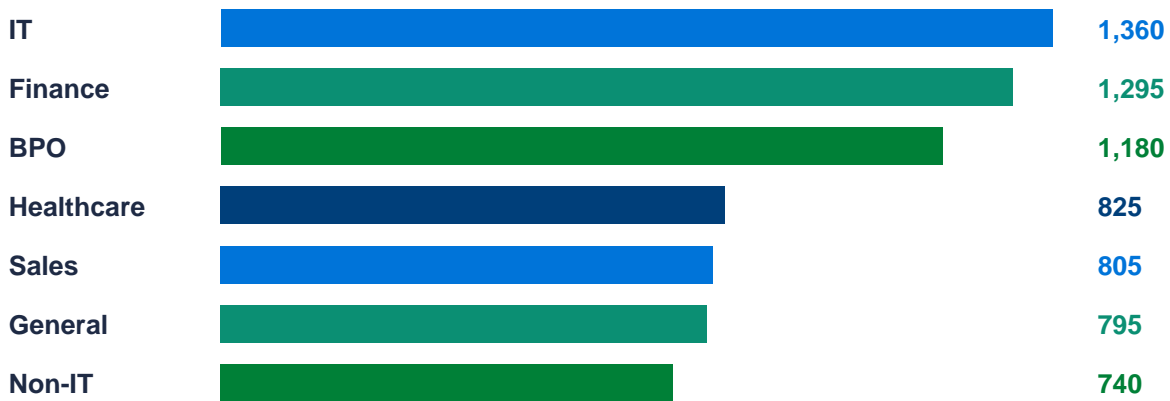
Replace in **72 hrs**



WHAT WE'VE DELIVERED

7,000+ positions sourced and joined since 2020.

Distribution across the verticals where we're strongest:



7,000+
TOTAL
PLACEMENTS

85%
ON-TIME FILL RATE

Free
REPLACEMENT
GUARANTEE

17+
YEARS OF
LEADERSHIP



MEET THE TEAM

The team charting AB7's course.

AB

Ashok Benial

Founder & CEO

17+ years across IBM and Tech Mahindra. Leads strategy, key client engagements and the global delivery roadmap. AB7 is built on his hands-on experience hiring at scale across continents.

LT

Leadership Team

Heads of Delivery, Sourcing, Compliance, Tech

A senior team carrying decades of TA, RPO and compliance experience across IT, BFSI, healthcare, and manufacturing — supporting US, UK, Europe, APAC and UAE deliveries.

RP

Recruiter Pod

30+ recruiters and sourcers

Full-stack recruiters across functional verticals — engineering, finance, sales, ops, leadership. Trained on AB7's quality scorecards and SLA-driven delivery model.



LET'S TALK

Ready to charter the next chapter of your hiring?

We'd be glad to walk through your roles, your timeline and your constraints — and propose a concrete engagement model. Most discovery conversations take 30 minutes.

WEBSITE	www.ab7solutions.com
EMAIL	ashok.benial@ab7solutions.com
HQ	India · Delivering globally to USA, UK, Europe, Australia, NZ, Canada, UAE
ENTITY	Augmentive Business 7 Solutions Pvt Ltd · Established 2020

AB7 SOLUTIONS — **Charting Success** for businesses across India and the world.