

Flexzo Franchise Partnership Program

Build a successful HR business with India's trusted workforce partner — proven systems, expert support and a brand seven years in the making.

HR STAFFING

RECRUITMENT

FRANCHISE

**7+**

YEARS

**200+**

CLIENTS

**3,000+**

PLACEMENTS

**5,000+**

ASSOCIATES

— ABOUT FLEXZO

A workforce partner built for speed and certainty.

Flexzo HR Services Private Limited is an HR services organisation delivering **staffing, permanent recruitment and talent pooling** to organisations across India. Over more than seven years, Flexzo has built a reputation as a dependable partner for businesses looking to scale their workforce quickly and reliably.

Built by a skilled, passionate team with a sharp focus on agility and measurable outcomes, Flexzo's purpose has remained constant since inception: to add real value to every client's business by improving hiring efficiency and enabling sustainable growth.

**MISSION**

Deliver agile, analytics-led workforce solutions that create faster, measurable ROI for every client.

**VISION**

To be India's largest, most reliable HR services partner — bridging the gap between talent and opportunity.

WHAT THAT MEANS IN PRACTICE

- ✓ Requirement to shortlist in days, not weeks
- ✓ One partner across staffing, perm, payroll and compliance
- ✓ On-site engagement that protects retention after placement



CORPORATE OFFICE

Ekkatuthangal, Chennai

FLEXZO AT A GLANCE**7+**YEARS IN
BUSINESS**200+**

CLIENTS SERVED

**3,000+**PLACEMENTS
MADE**5,000+**ASSOCIATES
DEPLOYED

WHY FLEXZO

Reach, reliability and people on the ground.

Three things separate Flexzo from a conventional recruitment vendor — and each one transfers directly to a franchise partner.



Pan-India Presence

A growing multi-city footprint keeps Flexzo close to local talent pools and client sites across India.



Consistent Growth

A track record of steady, sustainable growth, built on repeatable and scalable delivery.



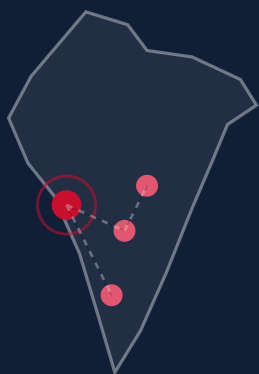
Local-Level Engagement

Extensive presence at client sites drives stronger employee engagement and retention.



One Partner, Every Vertical

Staffing, permanent hiring, pooling, payroll and compliance run on a single delivery backbone.



DELIVERY FOOTPRINT

Close to the talent, close to the client.

Operations run across Maharashtra, Andhra Pradesh, Telangana and Tamil Nadu, with Chennai as the corporate base. Franchise partners extend this same network into their own territory.

4

STATES ACTIVE

3

BRANCH NETWORK

2018

OPERATING SINCE

**7+**

YEARS IN BUSINESS

**200+**

CLIENTS

**3,000+**

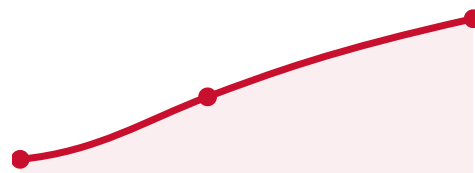
PLACEMENTS

**5,000+**

ASSOCIATES

GROWTH JOURNEY

Built step by step, since 2018.



2018

Foundation

Flexzo launches as an HR services firm with a skilled, passionate team focused on agility and faster ROI for clients — adding value that improves work efficiency and drives business growth.

CHENNAI HQ

RECRUITMENT & STAFFING



2019

Regional Expansion

New milestone across Maharashtra, Andhra Pradesh and Telangana — scaling operations across three branches with a growing client base.

2,450

PEOPLE

3

BRANCHES

30

CLIENTS

685

PLACEMENTS



2026

WHERE YOU COME IN

Business Expansion — Franchise Network Growth

Flexzo extends its brand, systems and support to franchise partners across India through the Business Partner Alliance Program.



FUTURE

Flexzi Jobs

COMING SOON

Currently under development as Flexzo's digital recruitment platform, designed to serve Candidates, Consultants and Companies on one system.

— BUSINESS OPPORTUNITIES

Four business lines. One franchise.

Every Flexzo franchise partner operates across the same core verticals that have powered Flexzo's own growth since 2018 — with the option to lead with whichever line the local market rewards first.

**VERTICAL 01**
Recruitment

Search, Selection and Recruitment Process Outsourcing (RPO) engagements for clients across industries.

SEARCH

SELECTION

RPO

**VERTICAL 02**
Staffing

Contract staffing and deputation, with dedicated depute management and HR operations support.

CONTRACT

DEPUTATION

HR OPS

**VERTICAL 03**
Permanent Placement

Direct-hire recruitment for client organisations building long-term teams.

DIRECT HIRE

EXECUTIVE SEARCH

**VERTICAL 04**
Pooling

Talent pooling that builds a ready bench of screened, trained candidates for future mandates.

SCREENED BENCH

TRAINED

HOW THEY COMPOUND

One client relationship
feeds all four lines.

Recruitment



Staffing



Permanent



Pooling



CAPABILITY AREAS

Seven capabilities, one delivery engine.

Flexzo's franchise partners deliver impact across a focused set of workforce solutions, beyond placements alone — each one an additional revenue line inside the same client relationship.



THE CAPABILITY WHEEL · EVERY SEGMENT BILLABLE

7

REVENUE LINES

1CLIENT
RELATIONSHIP

WHAT EACH SEGMENT COVERS

1**Permanent Recruitment**

Direct-hire mandates for long-term team building.

**2****Staffing**

Flexible contract staffing and deputation support.

**3****Pooling**

A ready bench of screened, trained candidates.

**4****Payroll**

End-to-end payroll processing and management.

**5****Compliance**

Statutory and regulatory compliance management.

**6****Learning & Development**

Structured training that builds job-ready talent.

**7****Facility Management**

Support services across client facilities.



Partners rarely start with all seven. Most open with Recruitment and Staffing, then add Payroll and Compliance as the client base matures.

WHY FRANCHISE

The brand legacy of Flexzo, now open to partners.

A company that has pioneered in the HR services industry for over seven years — now inviting partners to build alongside its proven, growing brand.

1

Beyond Geographical Boundaries

Enabling business development and delivery anywhere in India, and abroad — the brand travels with you.



2

Ongoing Expert Support

Guidance from subject-matter experts across Business Development, Delivery, Compliance, Statutory, Payroll, Commercials and Legal.

BD DELIVERY COMPLIANCE
STATUTORY PAYROLL LEGAL

3

Overcoming Knowledge Gaps

Removing the barrier where industry know-how and functional knowledge would otherwise be a challenge.

DAY ONE WITH FLEXZO

4

Preferred Purchase Rates

Access to economical rates on job portals including LinkedIn, Naukri, Shine and Monster.

LINKEDIN

NAUKRI

SHINE

MONSTER

5

Latest Technology Tools

Franchise partners leverage Flexzo's existing technology stack from day one — no separate systems to build or licence.



Ready on day one

THE LEGACY YOU INHERIT

7

 years of market proof

You are not launching an unknown brand. You are opening a new branch of one that clients already buy from.

FRANCHISE BENEFITS

Designed to lower your risk, not just your costs.

BREAK-EVEN TARGET

8–9 months**Effort-Based Model**

Minimising overhead business cost by partnering with Flexzo on an effort-based model — you pay for output, not for idle infrastructure.

**Marketing & Knowledge Base**

Marketing support and access to Flexzo's knowledge base from the outset, including templates, rate cards and delivery playbooks.

**Minimal Investment**

Flexibility to start with minimal investment, with repayment options structured from the revenue earned.

**Nominal Documentation**

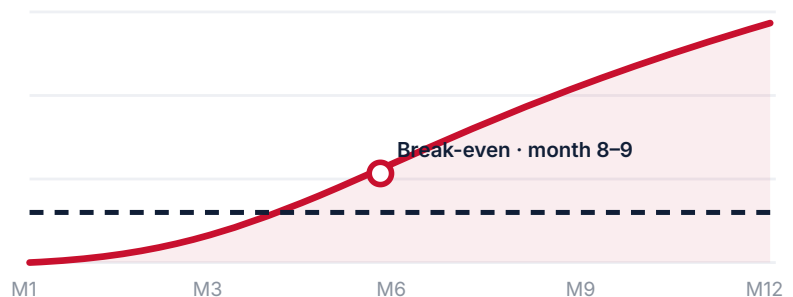
A straightforward, low-paperwork path to becoming a Flexzo franchise partner — signed and live in weeks, not quarters.

INDICATIVE RAMP

Revenue builds before cost does.

The effort-based model keeps fixed cost flat while gross profit compounds through the first year.

GROSS PROFIT FIXED COST

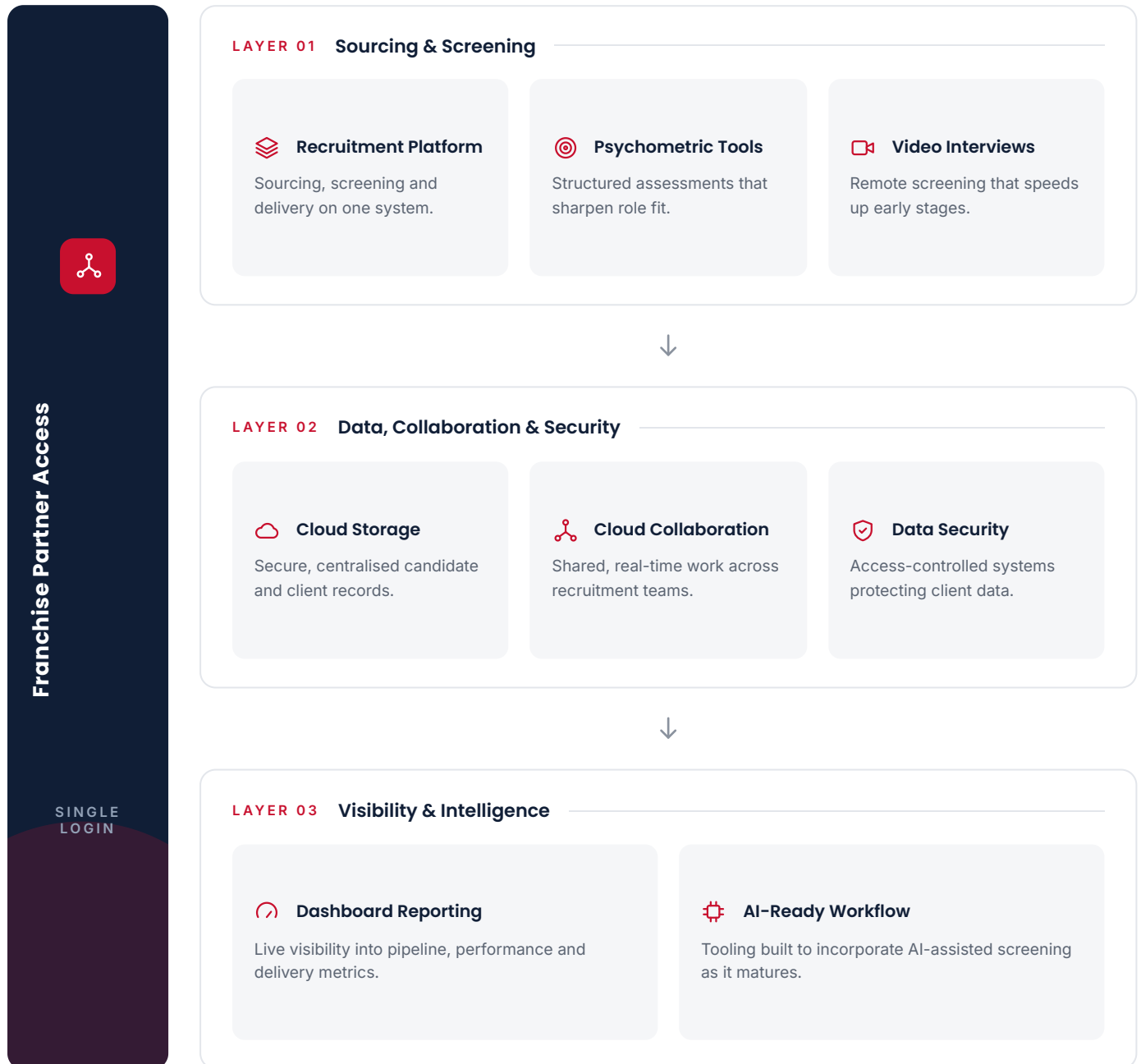


See the **Required Manpower** section on page 15 for the indicative six-person team you'll need to launch your franchise and start delivering from day one.

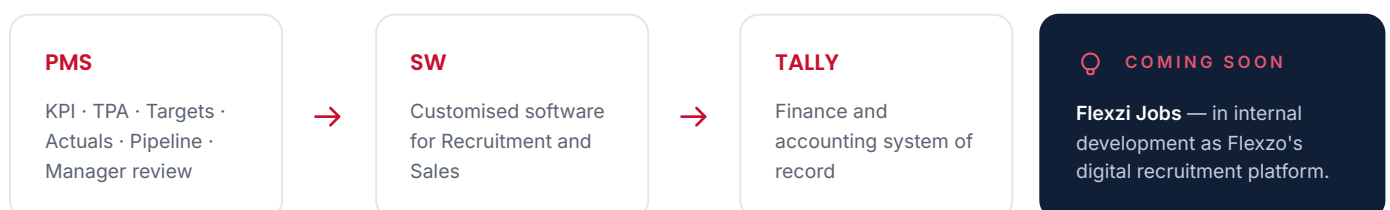
TECHNOLOGY

Plug into the stack, not into a project plan.

Franchise partners plug directly into Flexzo's existing technology stack — no separate systems to build or licence, and no implementation window before the first mandate.



THE SYSTEMS BEHIND DELIVERY



FRANCHISE FEE & SUPPORT

Everything handled, so you can focus on recruiting.

**75%**

OF PROFITS RETAINED
BY THE FRANCHISE
PARTNER

**8–9**

MONTHS TO
EXPECTED RETURN
ON INVESTMENT

**6 hrs**

PER DAY, FLEXIBLE
TIME COMMITMENT

**No infra**

NO EXPENSIVE
EQUIPMENT OR
OFFICE SPACE

SUPPORT PROVIDED BY FLEXZO

Marketing, training and payment collection are all taken care of by Flexzo, so franchise partners can focus on their core business of recruiting — with access to clients across a wide range of industries.

FLEXZO HANDLES

**Marketing**

Brand presence, collateral and lead generation support in your territory.

**Training**

Onboarding and continuous enablement for you and your delivery team.

**Payment Collection**

Invoicing and receivables chased centrally, so cash flow is not your problem.

**Client Access**

You inherit relationships and credentials across a wide range of industries.

**Partner Focus**

Your entire day goes into recruiting and closing — the only work that generates revenue.

INVESTMENT

A low, one-time entry cost.

Transparent, straightforward pricing to become a Flexzo franchise partner — with no hidden layers.

ONE-TIME FRANCHISE FEE

₹1,00,000

Lifetime licence · Non-refundable · + 18% GST

LIFETIME LICENCE

NOMINAL PAPERWORK

NO HIDDEN FEES

RETURN PROFILE

FEE RECOVERED

8–9 months to expected ROI



Covered by the one-time fee

- ✓ Lifetime brand licence and territory rights
- ✓ Full technology stack — platform, storage, reporting
- ✓ Training, marketing support and knowledge base
- ✓ Expert guidance across compliance, payroll and legal



Charged separately, on actuals

Job Portals

Charged on actuals as an annual cost, calculated on a financial-year basis.

Optional Add-On

Shine is available as an optional job portal, added at the partner's discretion.

GST

18% GST applies on the franchise fee as per statute.

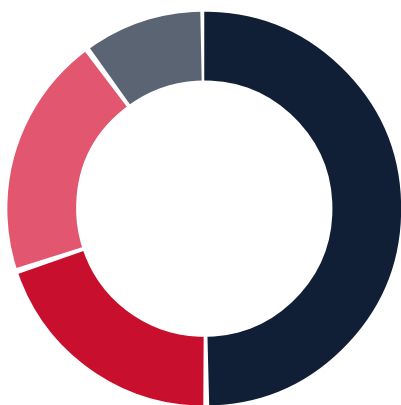
REVENUE SHARING

Shared fairly, based on effort.

Revenue is shared based on who has put in the effort to accomplish each task — so the split changes with the business line, not with the negotiation.

Recruitment Business

SEARCH · SELECTION · RPO



Delivery	50%
Brand Fees	20%
Account Management	20%
Business Development	10%

Staffing Business

CONTRACT · DEPUTATION



Brand Fees	20%
Business Development	20%
Account Management	20%
Depute Management	20%
HR Operations	20%

HOW A RUPEE OF GROSS PROFIT MOVES



Every share reflects real contribution — from brand and business development, to account management, delivery, depute management and HR operations.

REVENUE STREAM (INDICATIVE)

What productivity looks like, by business line.

Indicative gross-profit benchmarks Flexzo uses to plan a partner's first year. Figures are targets, not guarantees, and vary with market and mandate mix.

Selection Business

PRODUCTIVITY

₹25,000

 / person / month

Base Selection team (2+2) to reach ₹1.5–2 lakh monthly GP within the first quarter.

High-value and large-volume mandates given equal focus for profitability and cash flow.

Mid-value mandates: ₹5,000–10,000 average revenue per closure.

High-value selection mandates: ₹25,000+ average revenue.

Executive search (1/3rd model): ₹2,00,000 overall GP per assignment.

Large RPO deals: above ₹4,00,000 per assignment.

Permanent Business

PRODUCTIVITY

₹1,25,000

 / person / month

Base Perm team to reach ₹1,25,000–2,00,000 monthly GP within 4 months.

Tech and general staffing prioritised by market forces.

General staffing: ₹100–500 monthly GP per depute, besides the one-time recruitment fee.

Technical contracting (T&M model): ₹1,000–5,000 monthly GP per depute.

Rate-card model for IT firms: 5,000+ per month per depute deployed.

SLA-driven Managed Services: minimum ₹50,000 GP per assignment per month.

INDICATIVE MONTHLY GP PER PERSON

**2+2**

BASE SELECTION TEAM

**4 months**

TO PERM GP TARGET

**₹1.5–2L**

Q1 MONTHLY GP TARGET

— BUSINESS PROCESS

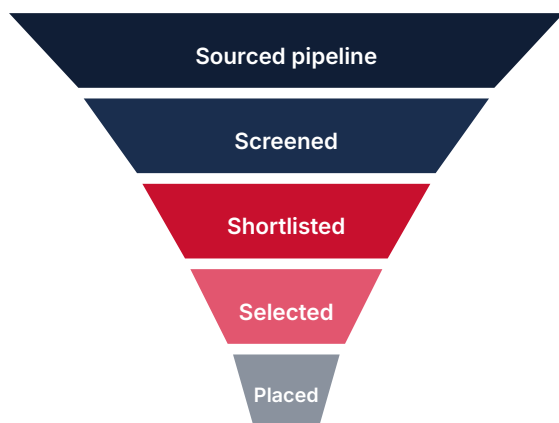
From lead to revenue, in six steps.

Every mandate flows through this same disciplined process — the foundation of Flexzo's Recruitment and Staffing verticals, and of the revenue-sharing model that rewards each stage of effort.



THE RECRUITMENT FUNNEL

Volume in, precision out.



Lead & Requirement

01

Every mandate begins with a qualified lead and a clearly scoped client requirement.

Recruitment & Selection

02

Sourcing and screening funnel candidates toward the right-fit selection.

Placement & Revenue

03

Successful placement converts effort into shared, trackable revenue.



8–9 mo

AVG TIME TO
ROI



6

STAGES
TRACKED



Live

PIPELINE VIA
PMS

REQUIRED MANPOWER (INDICATIVE)

A lean team to launch your franchise.

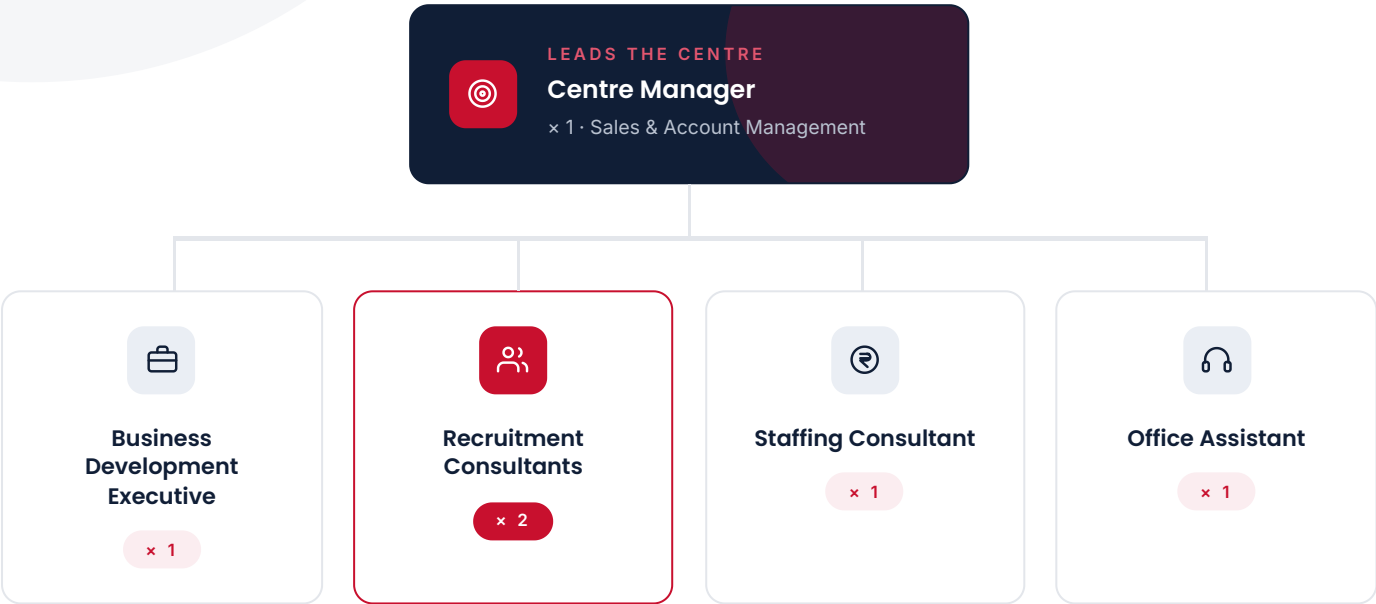
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TOTAL TEAM

5

CORE ROLES

Six people across five roles — the minimum viable team to get a Flexzo franchise delivering from day one.



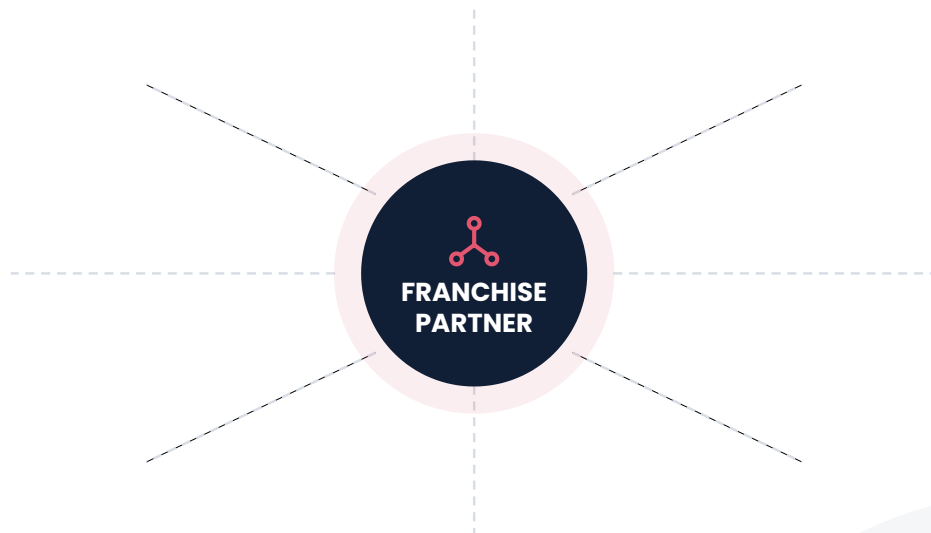
EXPERIENCE EACH ROLE NEEDS

Centre Manager	Experience in Sales and Account Management, with ownership of the centre's targets.
Business Development Executive	12+ months of B2B service sales experience.
Recruitment Consultants	12+ months of recruitment experience, across sourcing and screening.
Staffing Consultant	12+ months of payroll and account management experience, in line with local staffing growth.
Office Assistant	Day-to-day office support and coordination.

— SUPPORT SYSTEM

You're never building this alone.

Franchise partners are backed by subject-matter experts across every function that makes a recruitment business run.

**Always-on expert guidance**

Named specialists you can call, not a ticket queue.

**Compliance handled centrally**

Statutory and regulatory risk stays with the centre.

**One dashboard, every function**

Pipeline, payroll and performance in a single view.

CLIENT PORTFOLIO

Trusted across industries.

A selection of organisations Flexzo has delivered for — spanning logistics, manufacturing, FMCG, technology and financial services.

200+

CLIENTS SERVED

LY**LYNK**

LOGISTICS

DS**DSV**

LOGISTICS

SL**SF Logistics**

LOGISTICS

BD**Blue Dart**

LOGISTICS

FO**Foxconn**

MANUFACTURING

HA**Hatsun**

FMCG

CA**CavinKare**

FMCG

YA**Yamaha**

MANUFACTURING

JB**JBM**

AUTOMOTIVE

MF**Mahindra First Choice**

AUTOMOTIVE

EL**ElasticRun**

TECHNOLOGY

AN**Andritz**

ENGINEERING

AS**Aspire Systems**

TECHNOLOGY

CC**Chettinad Cement**

MANUFACTURING

AL**Allsec**

BPO

HS**HDFC Sales**

BFSI

6

SECTORS

16

FEATURED BRANDS

These relationships transfer into the franchise network — partners deliver under the same name that these clients already know.

— TRUST & ACHIEVEMENTS

The numbers behind the trust.

Seven years of consistent delivery, a compliant operating base and a pan-India footprint — the credentials a franchise partner builds on.

**7+**

YEARS IN BUSINESS

**200+**

CLIENTS

**3,000+**

PLACEMENTS

**5,000+**

ASSOCIATES



Certified & Compliant

GST-registered, statutory-compliant HR operations — the regulatory groundwork already in place.



Pan-India Network

A multi-city delivery footprint operating since 2019, close to talent and to clients.



Since 2018

Seven-plus years of consistent, repeatable delivery through changing market cycles.

WHY IT MATTERS TO YOU

You launch on credentials that already exist.

GST

REGISTERED

2018

ESTABLISHED

FLEXZO
HR SERVICES PRIVATE LIMITED
GST : 33AADCF4881C1ZW
RECRUIT INDIA
GST: 33AGJPJ8801F1ZL

— GET IN TOUCH

Let's bridge the gap, together.

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**Scan to visit flexzo.in**

Get in touch and start your franchise journey today.

Talk to us →

— JOIN THE NETWORK

Become a Flexzo Franchise Partner

Build a successful HR business with India's trusted workforce partner — proven systems, expert support and a brand seven years in the making.

THANK YOU

