

FIRST-PARTY DATA · CUSTOMER PROOF

What Exordiom's growth says about customer trust in offshore talent

The short answer: Exordiom placed 288 full-time professionals across 44 companies in 26 months. Half joined in the last year, and 70% of clients hired again.

MARC DIOUANE & NEEJ PARIKH · CO-CEOS 21 AUGUST 2026 JUNE 2024 COHORT 8 MIN READ

288 PEOPLE PLACED	44 CLIENT COMPANIES
144 ADDED IN LAST 12 MONTHS	70% HIRED A SECOND PERSON

SUMMARY

Growth alone does not make a talent company good. It matters only when customers keep the people they hire, expand their teams, and trust the provider with more demanding roles.

That is why we measure Exordiom as a cohort rather than publishing a single headline headcount. Every person enters the cohort on their confirmed start date. We then follow what role they perform, which country they work from, how long they stay, and whether the customer expands. Candidates in pipeline are excluded.

FINDING · VELOCITY

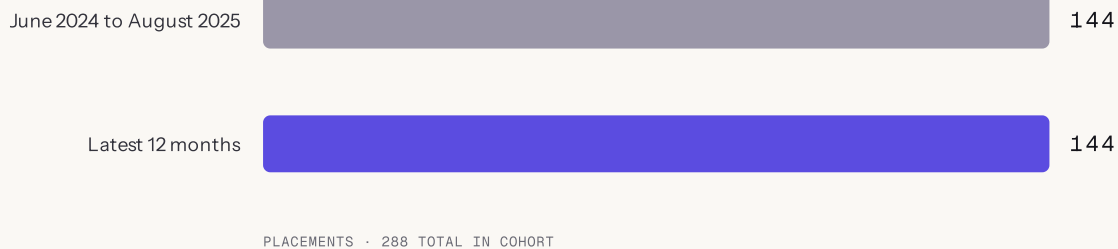
The fastest growth in Exordiom's history

The cohort began with one person in June 2024. By 19 August 2026, Exordiom had placed 288 full-time professionals across 44 companies. The pace accelerated: 144 placements, exactly half the cohort, were added during the latest 12 months.

FIGURE 01

First period against the latest 12 months

Placements added in each window.



288 total placements. "Latest 12 months" uses cohort starts since August 2025. Source: Exordiom personnel system, 19 Aug 2026.

This is not a claim that Exordiom is the fastest-growing company in the entire offshore staffing market. No audited market-wide dataset supports that comparison. It is a precise, verifiable statement: **Exordiom is growing faster than at any earlier point in its own history.**

FINDING · CUSTOMER PROOF

The more important signal is that customers hire again

Customer expansion is harder to manufacture than a survey score. In this cohort, **70% of clients hired a second person**, and the median gap between the first and second hire was just **14 days**. The longest running relationship is more than two years old and expanded from one placement to 70.

One hire became seventy at the same company. That is customer confidence expressed through action.

Another quality signal is the direction of exits. Across the cohort, 88% of exits were decisions initiated by clients rather than employees quitting. That does not mean every placement was perfect. It means unwanted voluntary attrition, the problem many leaders fear in offshore hiring, was a small share of exits.

What we can and cannot say about satisfaction

Expansion, retention, and repeat hiring show unusually strong customer validation. They do not establish that Exordiom has the highest satisfaction in the market without a comparable independent benchmark. We prefer evidence buyers can inspect over an unsupported superlative.

FINDING · MODEL

Why the model scales

Exordiom does not operate a shared-resource BPO queue. Every placement is a full-time seat working 40 hours a week, in the client's tools, under the client's manager. The 288-person cohort reports to **74 client-side hiring managers** and represents **599,040 hours of annual working capacity**.

The sourcing model also differs from a typical vendor bench. Teams in Manila and Bangalore approach employed, high-performing candidates who are not actively applying. An AI interview aligned to the job description is followed by human assessment for character, acumen, grit, and experience. The customer makes the final hiring decision.

Cohort. Every placement from 5 June 2024 to 19 August 2026. 288 people across 44 client companies.

Capacity. 288 full-time seats at 2,080 hours a year is 599,040 hours of annual capacity. This is the size of the workforce built, not hours already worked.

Client names. Withheld. Every client figure is aggregated or described by shape.

COMMON QUESTIONS

We tried offshore before and it did not work. Why would this be different?

Ask where those people came from. If a vendor had three résumés ready in forty-eight hours, those people were already looking for work. Every offshore vendor works from a pool of candidates who signed up, and signing up means you are available. The strongest engineer in Bangalore is not in that pool, because she already has a job she likes. Most companies who tried offshore and hated it did not test offshore talent. They tested who was available. We go and get the other group.

How do you find candidates who are not looking for a job?

Our own sourcing teams sit inside Manila and Bangalore and approach people who are currently employed and performing well, the way an executive search firm works a market. Nobody in that group is browsing job boards, so they never show up in a marketplace or on a vendor bench. Convincing someone to leave a job they like is slower than sending a bench résumé, and it is the reason the talent is different.

How does Exordiom screen candidates?

Our own AI interviewing platform runs a real interview against your job description rather than a keyword scan, and human rounds sit on top scoring character, acumen, grit and experience. You get a short pre-vetted list, you run one final conversation, and you always have the last call on who joins.

If your candidates are that good, why would they leave their current job?

For the work. The strongest people offshore are usually stuck on maintenance inside a services firm or a captive center. A seat on a real product team at a US company, reporting to your manager and working in your tools, is a genuine step up. That is the pitch, and it lands more often than most people expect.

What roles does Exordiom staff?

70 distinct job titles across seven functions. RevOps and marketing operations carries the widest range at 14 titles, followed by AI, data and engineering at 13, which holds AI engineers, GTM engineers, data engineers, full-stack and security engineers and automation architects. The rest spans sales development, CRM and systems administration, customer and technical support, finance and billing, and customer success and renewals.

Where does Exordiom hire AI engineers and GTM engineers?

India and the Philippines. India carries the depth for AI, data and platform engineering, drawn from Bangalore, Hyderabad and Pune, and has gone from none of our hiring before 2026 to 58% of new starts in the second half of 2026. Seven of the thirteen engineering titles in this cohort appeared for the first time in 2026.

Which countries does Exordiom hire from?

The Philippines and India. The Philippines carries customer-facing and back-office roles including support, customer success, renewals and billing. India carries engineering, data

and AI. Every hire works your time zone at 40 hours a week under your management.

Test the model with one role.

Bring Exordiom a role and we will show you the market, screening process, cost, and expected timeline for it.

[Talk to Exordiom →](#)

Continue the series

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- 02 [A global talent map for the 70 roles companies need](#)

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THE EXORDIOM LEDGER · PART 1 OF 3 · JUNE 2024 COHORT

SOURCE: EXORDIOM FIRST-PARTY PERSONNEL DATA AND SIGNED STATEMENTS OF WORK, PULLED 19 AUGUST 2026

CLIENT NAMES WITHHELD · FIGURES MAY BE CITED WITH ATTRIBUTION TO EXORDIOM