

# Features, Advantages & Benefits

Features	Advantages	Benefits
Immediately Available Talent	Relay's Bench Program provides a ready pool of talent available to join your team immediately. We recruit and hire exceptional people and provide training (and a full salary) while they are waiting to meet you.	Access a pool of high-quality, immediately-available talent so you can match your staffing needs with your actual team in real time. By hiring quickly and effectively, you can maintain positive momentum and keep driving results.
World-Class Office Experience	Relay provides exceptional office facilities that provide an upscale, secure, and engaging work environment in which your team will thrive. We layer in technology, security, amenities, and a lot of fun events and celebrations to make sure that your team members have what they need to do their best work.	People need community, connections, and positive interactions with others in an upscale environment. Our need for socialization, not to mention some separation between work and home, make an office an important part of Relay's success. Plus, your domestic team needs to know that their international teammates are have a great environment.
Eliminate the Risk of Globalizing	Relay handles challenging aspects of adding international team members, like the long-term investment in space and equipment, pre-hiring talent, compliance, and the activities required to keep your team happy. Expert guidance, coaching, and tools help your team work effectively, so you can get results faster, with less risk.	Incurring unnecessary risks when globalizing your workforce can lead to financial loss, delay, legal repercussions, and even reputational damage; partnering instead with Relay on a safe, incremental basis helps protect your investment and generate the most value with the least risk.

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Office Facility	Relay provides a physical office with great amenities and culture.	Your team enjoys their work environment and feels included and involved.
Physical & Cyber Security	Operate internationally without having to focus on physical and info security.	Fewer losses, interruptions, and customer problems that cost time and reputation.
Scalable	Immediately add people and capacity with no lead time.	Match your growth to your needs in real time, without missing opportunities.
Legal Compliance	Operate internationally in compliance with local laws and regulations.	Ramp quickly without incurring undue legal exposure or having to learn local rules.
Choose Employees	Customers select every new employee on their team, so there are no surprises.	Domestic staff has control over and feels responsible for the overseas team.
Direct Work Oversight	By directing the work performed you have detailed input and control over outcomes.	Your domestic team takes ownership of results and is able to adjust output quickly.
Integration into Team	Your domestic and international teams are fully integrated into your company.	The bonds created by integration eliminate a sense of "otherness" and promotes harmony.
Role & Task Flexibility	Assign multiple jobs to a single resource or create new ones based on needs.	Adapt to actual needs, cross-train for redundancy, and provide career options.
Experienced Guidance	Relay provides training, tools, and best practices based on year of experience.	You won't fall into common pitfalls or make unnecessary mistakes.
Graduation Path	Relay can deliver a turnkey dedicated facility when you are ready for that step.	Develop global management skills then transition smoothly to a solo operation.

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Training	Relay uses a proprietary LMS to deliver cultural and workplace training.	Relay resources are able to integrate and communicate with counterparties.
Technology	From communications to PCs to redundant internet, Relay provides strong technology.	Your team has reliable systems, security, and communications to minimize interruptions.
Assessments	Pre- and post-employment assessments help identify candidates and opportunities.	You get insight and feedback on prospective and current employees.
Office Support	Relay offers regular workplace wellness check ins and full office support.	There is a feedback loop and resources to keep your team happy and engaged.
Domestic Support	Your US or UK team can get coaching and feedback on effective international work.	Adoption will be smoother when your local team has expert resources on hand.
No International Trade	Customers get one bill from a US company based in Dallas.	You are not exposed to international banking, currency risk, or compliance issues.
No Employer Relationship	Your Relay resources integrate into your operations but are not direct employees.	The employer-employee relationship clearly exists between Relay the resources.
Guilt-Free Termination	If your needs change you can return a team member to the bench.	For non-performance-related issues, they don't lose their job or pay.
No Long-Term Commitment	Relay contracts do not include long-term commitments.	Preserving flexibility is paramount for any company today.
Quality of Life	Relay improves the quality of life both for your domestic and international teams.	Removing stress from the workplace and providing growth opportunities is awesome!