

CXC capabilities and services

Who we are

CXC was founded in Australia in 1992. And we've been working hard to simplify the world of work for our clients ever since.

We take the hassle and headache out of engaging, managing and paying non-permanent workers by creating custom solutions to make workforce management easy, compliant and affordable. And we uncover opportunities for our clients to source skilled workers from all over the globe.



Problems we solve

Making the complex world of work better for everyone

Managing a contingent workforce can be complicated. But our solutions make contractor management easy, compliant and affordable for our clients. Our mission? To take the hassle out of finding, engaging and paying contractors anywhere in the world. Put simply, we help you get the most out of your workforce — without the headache.



Our core values

CXC is a workplace like few others. The retention of our team vastly outshines our talent and industry competitors. With shared values that are lived by all, our team is empowered to deliver a high-grade service that our clients have come to expect from the CXC brand.

We are passionate

We are proud about what we do. We strive for professional excellence because we believe in ourselves and our team.

We are curious

We are solutions focused. We use our curiosity and love for learning to solve our customers' problems.

We are honest

We keep our promises and act with integrity. We do the right thing.

We are accountable

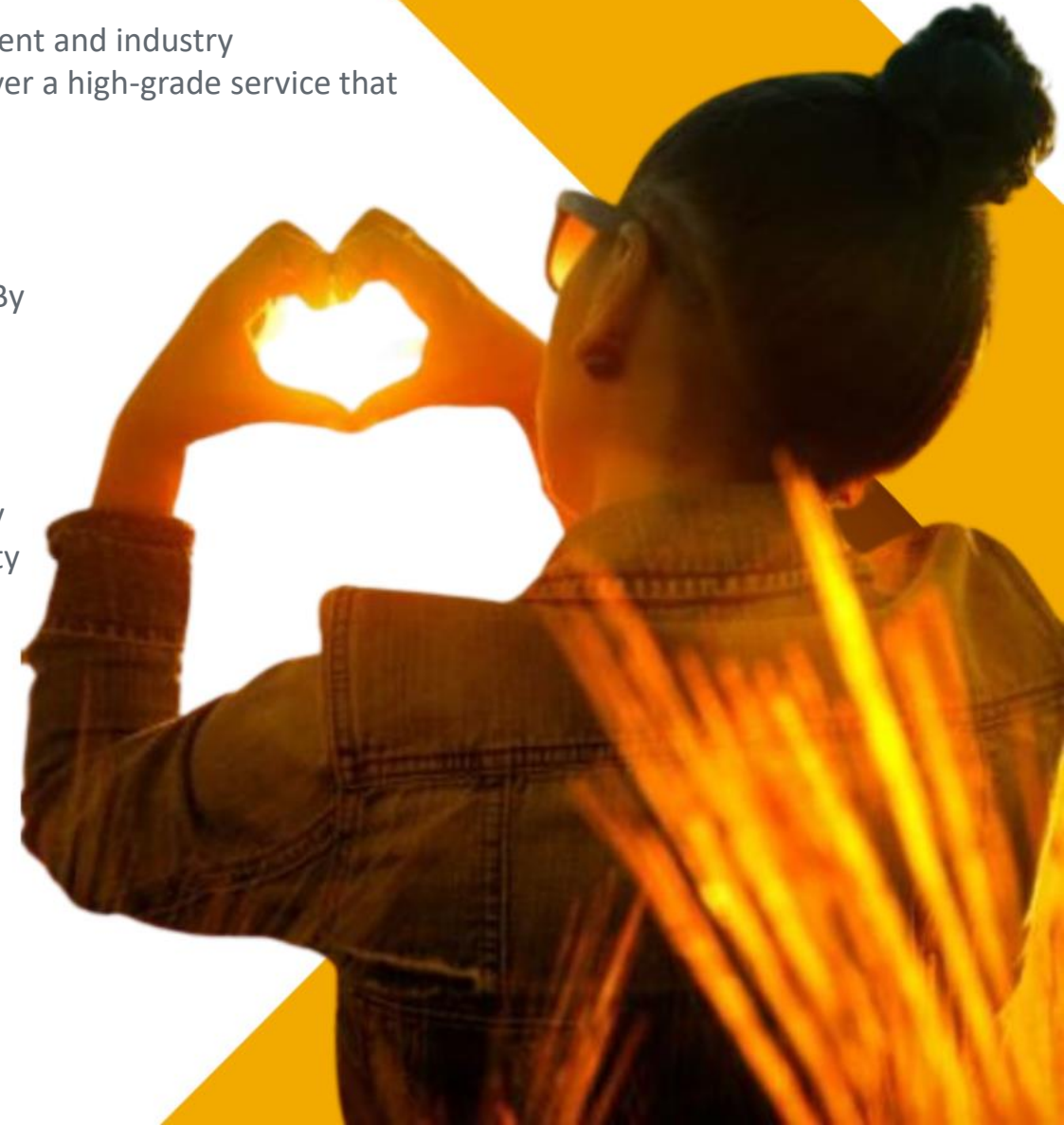
We take responsibility for our work. By taking ownership, we deliver results.

We are adaptable

We don't back down from change. By embracing it, we have the opportunity to learn and grow.

We are family

We care for each other and work better as a team. Our culture is built on respect, loyalty and fun.



Global reach. Local expertise

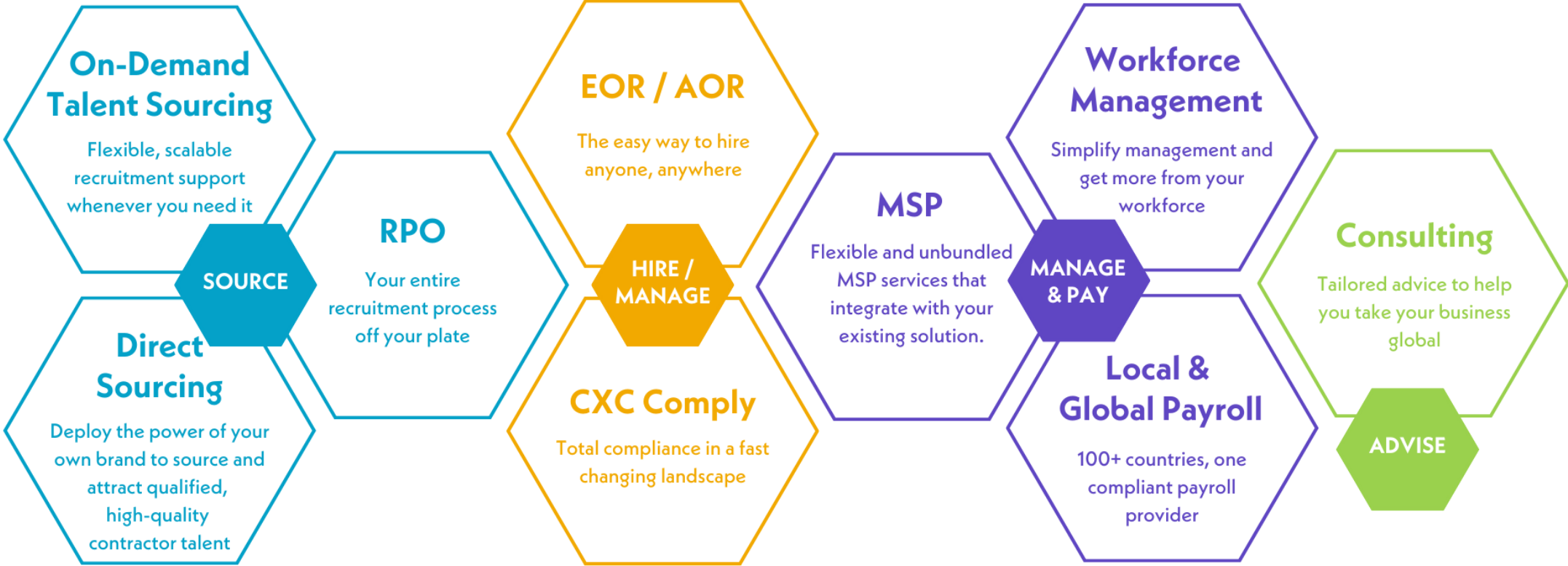


Our services

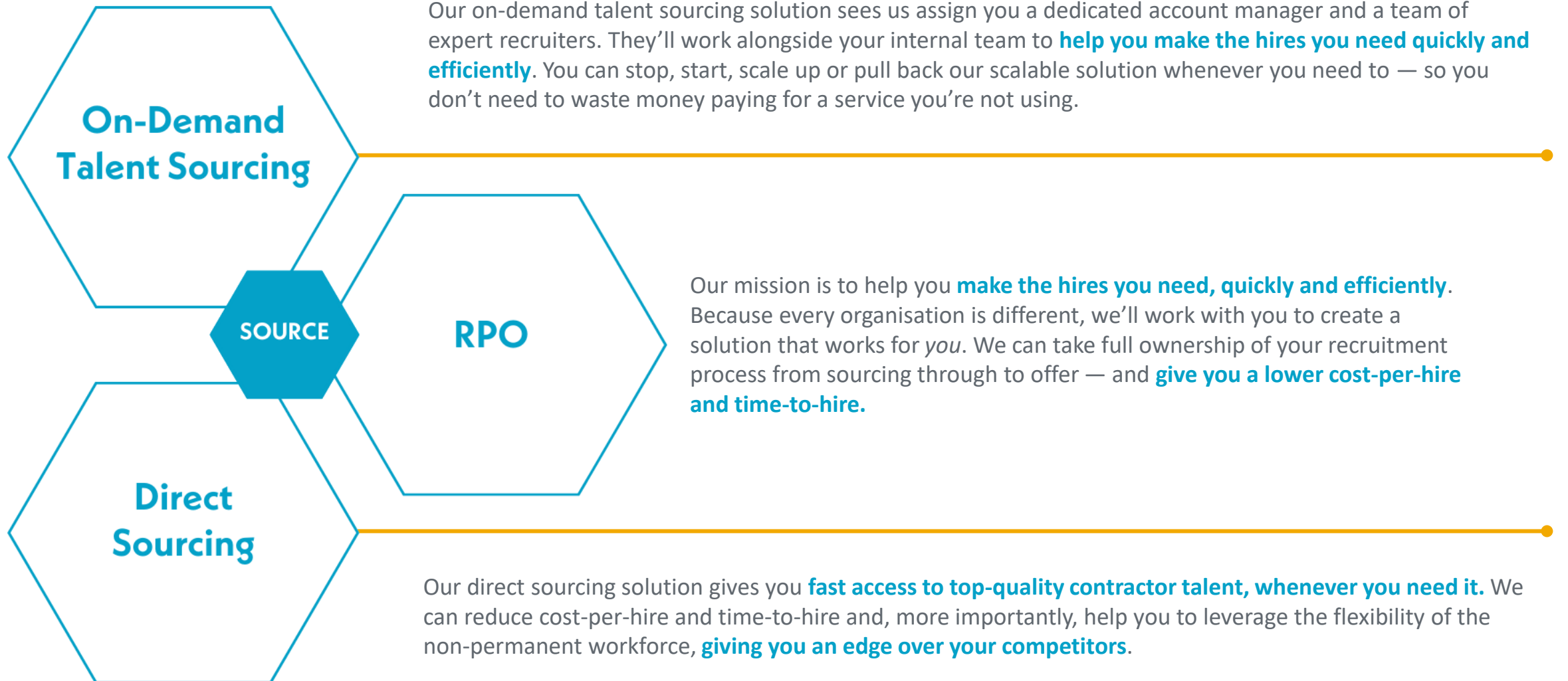
CXC Work Right.



Services we provide



Services we provide



Services we provide

EOR / AOR

Our Employer of Record (EOR) and Agent of Record (AOR) services allow you to both **skip the hassle and expense of setting up entities and avoid the risks associated with the contingent workforce**, enabling you to engage the right people to solidify your global presence and move your business forwards — wherever they are.

HIRE /
MANAGE

CXC Comply

Working with CXC minimises your risk of things like fines and legal fees by **helping you to set up your operations legally and compliantly**. Our digital platform **CXC Comply, makes staying compliant easy**. It checks three of the most important compliance boxes when it comes to hiring contractors.

- Worker classification
- Right-to-work checks
- Background checks

Services we provide

Our modular, à la carte MSP solution lets you **choose the level of support** you need in four key areas: **sourcing, engagement and payment, supply chain management and compliance**. And if your needs change in the future? No problem. Our solution is designed to scale up and down to match your requirements.



When you outsource your contractor management to CXC, we become the HR function for your contingent workforce. **We take the hassle out of managing contractors**, so you can get back to growing your business. And your workers will get a supportive, consistent management experience from beginning to end.

At CXC, we understand the challenges involved in global payroll. We also understand the importance of expanding your business, tapping into new markets and hiring the best remote workers, wherever they are. That's why **we're committed to making international payroll as smooth and seamless as possible** for our clients and their workers.

Services we provide

ADVISE

Consulting

Over our 30 years in business, we've developed tried-and-tested solutions for sourcing, engaging, managing and retaining the best contingent talent. But there's no one-size-fits-all approach to managing a workforce.

That's why we **believe our greatest asset is the knowledge and experience** we've built up over the years, which we now share with our clients. Through this deep understanding of today's contingent talent landscape, **we can provide the insights you need to confidently and compliantly expand your business.**

Our technology



Introducing My | EXCHANGE

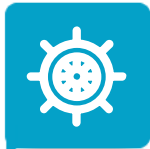
CXC's proprietary tech platform

MyExchange provides a streamlined experience for contractors and hiring managers by automating workflows and driving greater efficiency. Custom-built on a Salesforce platform, our system manages the entire contractor lifecycle from verbal offer through to offboarding and extensions.



CXC's Information Security Management System (ISMS)

is compliant with ISO 27001 standards to ensure we meet data privacy and security standards for our contractor and client data.



Automation

Our system uses intelligent automation to streamline and simplify processes throughout a contractor's journey with your organization. That means contractors get an easy, self-service experience — and your hiring managers lose less time to repetitive admin tasks.



Custom integration

Introducing new tools and technologies can create extra work. That's why we use an integration tool called Mulesoft, so we can seamlessly mesh with the HR, payroll and recruitment systems you already use.'



Detailed reporting

We provide valuable, actionable insights from our system-generated reports, including pay rates, extensions and diversity data — so you'll always know what's going on with your workforce.

Introducing My|CXC

CXC's proprietary contractor portal

MyCXC is designed to enable and automate onboarding and time and expense management.

MyCXC provides a secure place for CXC to engage with contractors, and give those workers a seamless, self-service experience.



Induction

Through MyCXC, contractors are prompted to accept your terms and conditions and review policies before starting work, as well as accept workplace health and safety requirements.

Our electronic acceptance of contracts and extensions via Adobe Sign automatically provides a copy of the contract to the worker for their records.



Timesheets and expenses

CXC's online contractor portal, MyCXC automates the timesheet and expense submittal and approval process, as well as providing an audit trail.

MyCXC allows Hiring Managers to view current and historical spending, rejected and approved status timesheets and expense claims for all individuals under their management

Key clients and Executive Team

CXC Work Right.



Our key clients

APAC



AMERICAS



EMEA



CXC Executive Team



Peter Oreb
Global CEO 📍 Singapore

Peter's role is to lead CXC to meet the next workforce generation. He brings a strategic vision through constant learning, product & service innovation and a passion for success.



Bo Medved
Global CFO 📍 Australia

Bo is CXC's Global Chief Financial Officer, responsible for managing the daily activities of the finance department, while also providing a strategic commercial vision for CXC's future planning.



Luke Farbotko
CIO 📍 Australia

Luke is an accomplished leader with over 20 years of experience delivering business benefits across product, sales, operations and customer experience through the execution of large scale digital and transformative strategies.



Ingrid Webber
CEO ANZ, Global COO 📍 Australia

Ingrid is responsible for leading the business, keeping CXC's goals in sight and balancing the priorities of each department, our staff and our operational success.



Jerry Blanton
Global CMO 📍 Singapore

Jerry has a proven track record in leading marketing and innovation teams and agencies in highly matrixed organisations. He served as an internal "evangelist" for promoting the power of design thinking and customer co-creation.



Connor Heaney
MD, EMEA 📍 Ireland

Having spent most of his career in resource and talent management, Connor has accumulated significant experience within solutions sales, product development and operational delivery for CXC, in the UK and wider EMEA.

CXC Executive Team



Darren Morris
MD, ANZ 📍 Australia

Darren's job is to lead our Australian and New Zealand business. This is an all-encompassing role where Darren gets the opportunity to flex his sales and strategy skills, including business development, partner management and development, product development, and meeting operational, growth and financial targets.



Scott A. Aicher
MD, The Americas 📍 USA

Scott has over 30 years of experience in the industry and has earned multiple appearances on the prestigious SIA's Top 100 Staffing Industry Leaders list. He currently serves as President and Managing Director for our North American business.



Richard Farmer
MD, ASIA 📍 Singapore

Richard is a successful business leader with a wealth of knowledge and experience gained over the last 20 years working across APAC in commercial/sales leadership, talent acquisition and training and development roles.

Want to know more?

[Contact us](#) today to find out how CXC can help you take the hassle out of finding, engaging and paying contractors anywhere in the world

