



# MCVO TALENT OUTSOURCING

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We are a Philippines based outsourcing company that supports **CPA & Financial Advisory Firms** in the US, Canada, UK and Australia.



# Office Staffing Has Changed Forever

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**1970's – 2019**




**Work on Site**

**2020 – Today**



**Hybrid Model of:  
Work On Site +  
Remote Work**



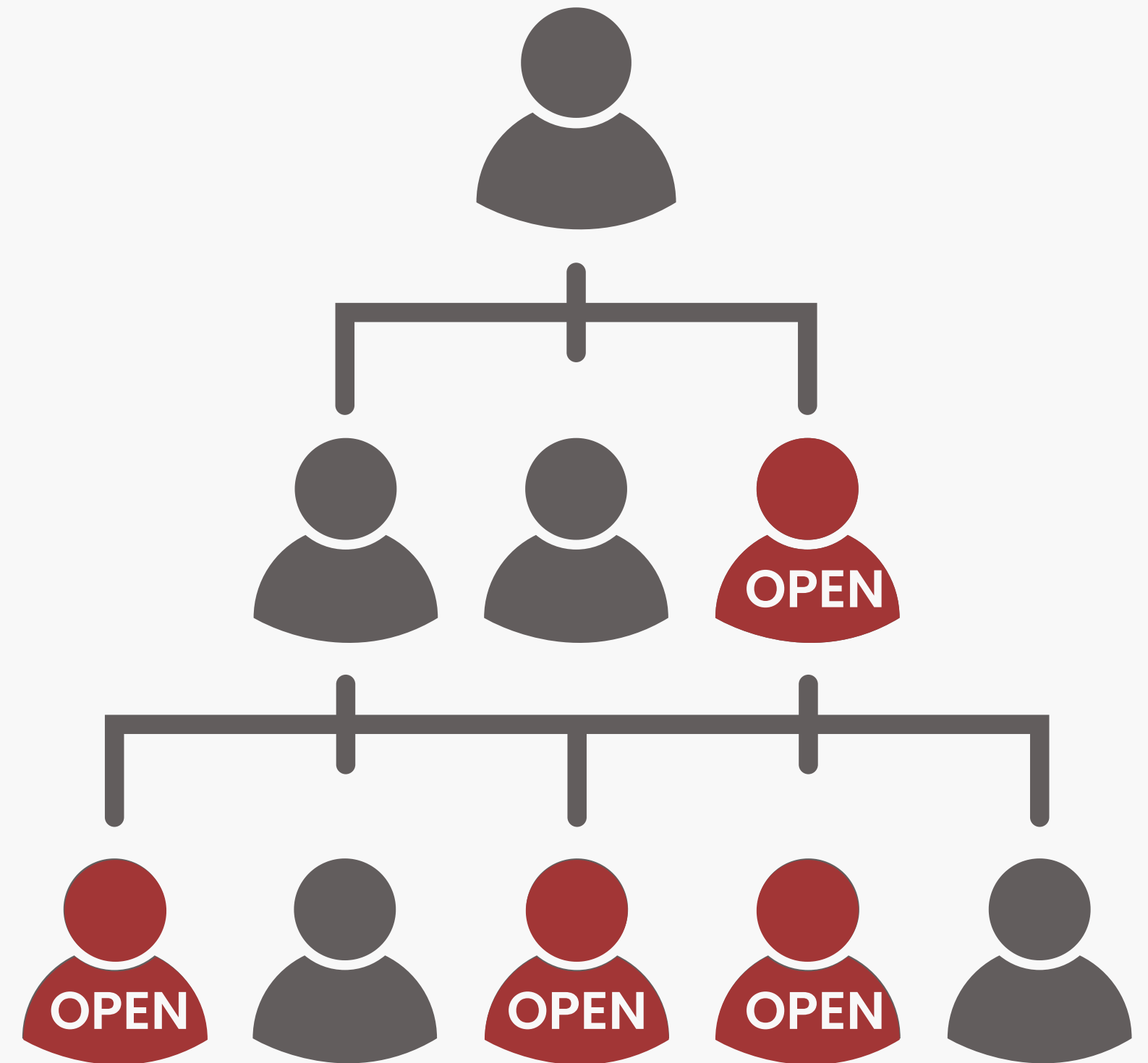
# Office Buildings In Major US Cities Are Converting To Residential Units At A Blistering Pace

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2025 Image of Wall St. in New York City - colored buildings are being converted to residential

# Company Org Chart



Staffing Shortages Are  
Now The #1 Concern  
For Growing Companies

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# This Forces High Performing Staff To Absorb Lower Level Work, Undermining Progress

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**Demotivates  
The Leaders**

**Creates  
Burnout and  
Defection**

**Stifles  
Innovation**

In Today's Competitive  
Business Environment,  
Companies Cannot Survive If  
They Are Understaffed, Or  
Poorly Staffed

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# To Build A High Functioning Team, Forward Thinking Companies Are Hiring From Other Locations

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# Clients Care More About Consistent Service Levels, and Less About Where Their Support Staff is Located

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**Faster  
Response  
Time**

**Better Value**

**Innovative  
Products &  
Services**

15 Years Ago, Only Fortune 500 Companies  
Hired Overseas Office Staff

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# Customer Support Was The Most Popular Service

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**AT&T**



**citibank**





# Today, Small Businesses Are Hiring Offshore Staff At a Record Pace

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In 2026, there are close to 2 million Filipinos supporting US businesses.





# Accounting Is One Of The Fastest Growing Services Outsourced To The Philippines!

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## **THIS IS FUELED BY**

**CPA Firms**

**Financial  
Advisory Firms**

**Fractional CFO  
Firms**



# CPA Firms Are Now Hiring Their Own Dedicated Staff To Handle Their Client Work

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- Bookkeeping & Data Entry
- Tax Preparation
- Clean Up
- Projects



The traditional in-house staffing model is no longer sustainable.

1

2

Progressive firms are adapting to blended onshore / offshore teams

# What Changed?

# Why Now?

US accounting staff shortages are at an all-time high

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2 Remote global teams are becoming the “new norm”

3

Companies new to outsourcing, now have experienced vendors to support them

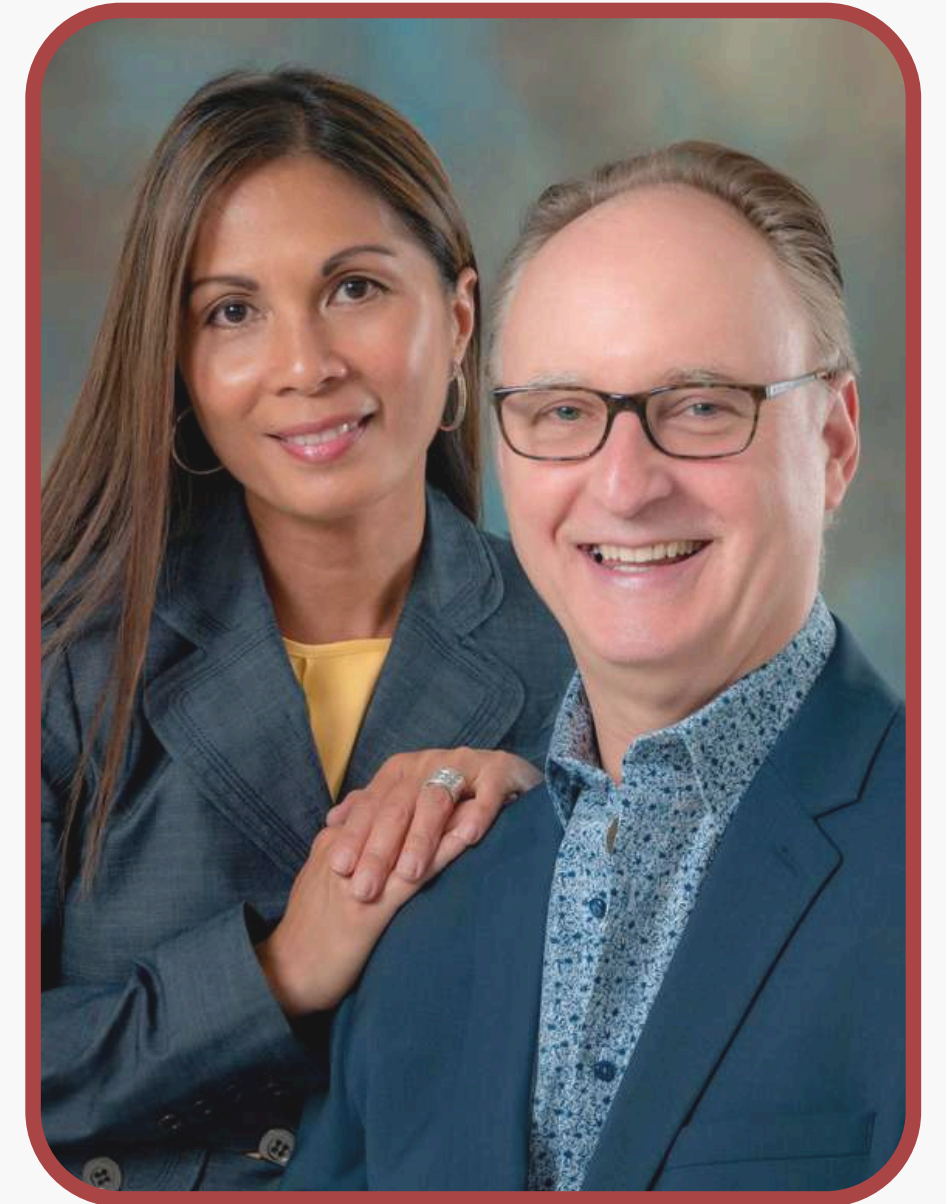
# Why MCVO?

01.

Founded by 2 US based entrepreneurs with a deep understanding of accounting and finance

02.

Supporting small businesses since 2017



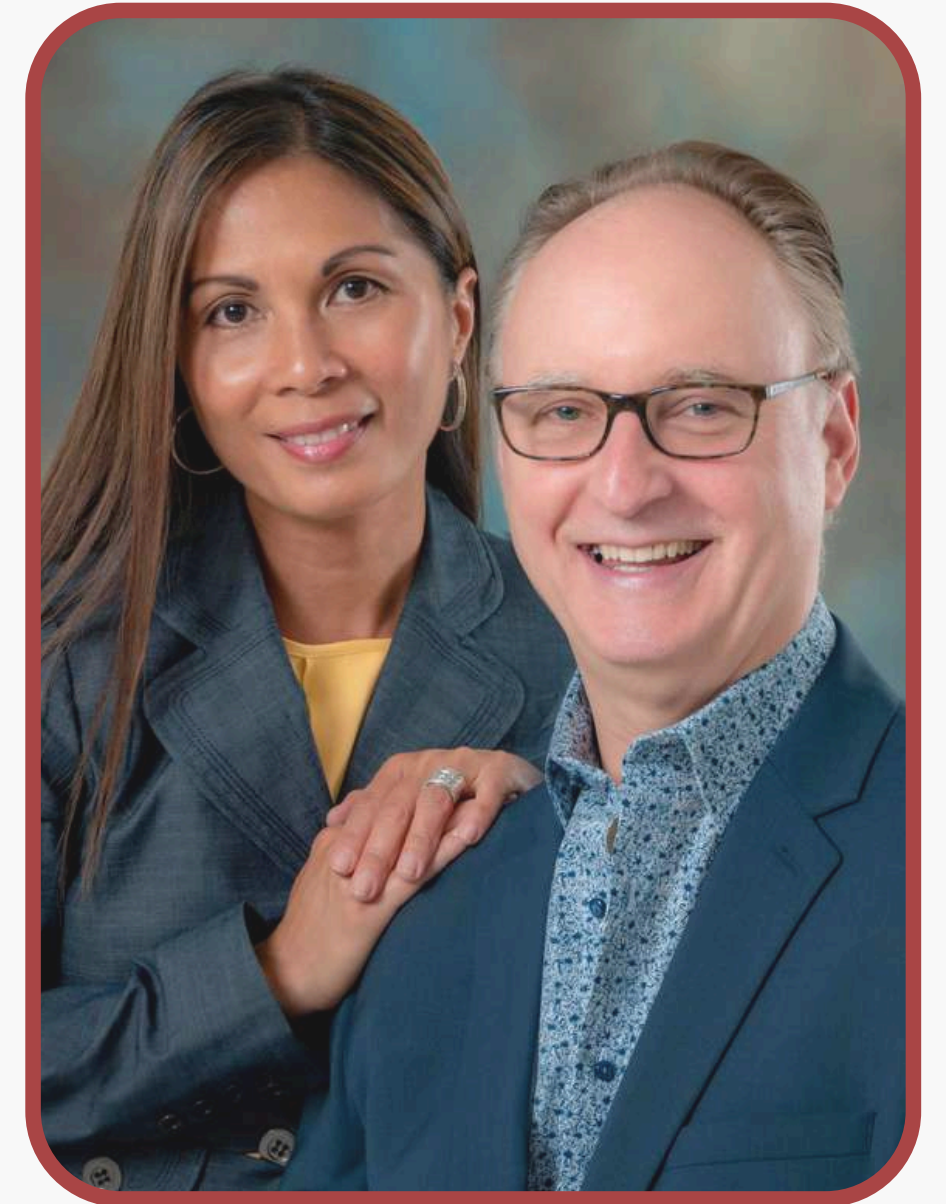
# Why MCVO?

03.

Cherry was born and raised in the Philippines, Mark was born and raised in NYC

04.

We understand US business culture **AND** Filipino culture, which is critical for a successful partnership





# Introducing MatchOS

## Our Proprietary Pre-Onboarding System

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A Senior Accountant serves as your personal Onboarding Concierge – guiding the entire process from discovery to successful onboarding.



**Result: No more bad hires. Just the right fit.**



# How MatchOS Works

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## **The Senior Onboarding Accountant:**

- Joins the initial discovery call to deeply understand your needs
- Reviews your workflow, tech stack, and processes (2–3 hours per day for 1–2 weeks)
- Personally interviews and selects the best-matching Accountant
- Attends the kick-off call + first 2 days of training to ensure a smooth transition

## **Preventing False Starts Since 2017**



# We Almost Forgot To Mention The Cost Savings!

Offshore Staff From The Philippines is typically less than 50% of the “all in” cost of US staff!

Description	US Bookkeeper	MCVO Bookkeeper
Annual Cost	45K - 70K	29K - 35K
US “All In” Cost*	50K - 80K	29K - 35K
<b>Savings</b>		<b>21K - 45K</b>

\*Includes taxes and benefits etc.



# Most Popular Positions for Bookkeepers

Ideal for handling monthly bookkeeping of small businesses

Years of Experience	Annual Rate	Monthly Rate	Effective Hourly Rate
3 - 5	\$28,080	\$2,340	\$13.50
6 - 10	\$29,280 - \$35,280	\$2,440 - \$2,940	\$14.08 - \$16.96
10+	\$35,400 - \$42,840	\$2,950 - \$3,570	\$17.02 - \$20.60

\*discounts offered for enterprise clients for 10 or more seats



# Most Popular Positions for Accountants

Years of Experience	Annual Rate	Monthly Rate	Effective Hourly Rate
3 - 5	\$30,840	\$2,570	\$14.83
6 - 10	\$31,080 - \$37,680	\$2,590 - \$3,140	\$14.94 - \$18.12
10+	\$38,400 - \$48,720	\$3,200 - \$4,060	\$18.46 - \$23.42

\*discounts offered for enterprise clients for 10 or more seats



# Our Talent



Top Philippines  
accounting  
graduates

Strong English  
communication

Most are QBO  
and / or Xero  
certified

~20% of our  
accounting  
staff have their  
CPA!





# Work Hours

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①

Offshore staff work an “overlap shift” ensuring a few hours of daily overlap with US business hours.

②

During training, our staff will start their shift 1-2 hours later to ensure more overlap

③

If positions require working full US business hours, this is possible



# Security and Confidentiality

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Many of our team members work with confidential and sensitive data, and we take the utmost precautions to ensure your data remains private.

Our IT Team installs security on each workstation, and we are continually training and can advise on best practices to help ensure security and confidentiality.



# Here's What CPA Firms Are Saying About MCVO Outsourcing:



"All 4 Bookkeepers have been so eager to learn new things and any tasks given to them. They've been good at communicating and ask great questions when unsure of anything"



**Abby Fisher**  
All In One Accounting



"Jessica is doing a fantastic job. Erika has surpassed all of my expectations. Everything with Kath is going great, and Rachel has emerged (and excelled) as a working team lead"



**AJ Hosenfeld**  
RiverRidge CPA's LLC



# Fun Facts

1

**38%** of new clients are referrals

2

**41%** of new hires are referred by existing employees

3

Only **9%** turnover—well below outsourcing industry average

4

Top rated employer in the Philippines

# Recognition

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- Top BPO\* in the Philippines (Clutch 2020–2024)
- Preferred outsourcing partner for leading CPA, and Financial Advisory firms



\*BPO, an outsourcing company (Business Process Outsourcing)



# Next Steps

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Let's build your offshore accounting / finance support system.

## Mark Zucker, Co-Founder

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 Book a call: [www.mcvotalent.com/book-a-call](http://www.mcvotalent.com/book-a-call)

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# Looking Forward to Helping You Reduce Costs Through Offshore Staffing

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