



Mission | Strategy | Sourcing

All global IC's are centrally subcontracted with MBO for SMX's brand trust, talent experience, and redeployment profitability (all direct, indirect, international, and small subcontracts).

**For SMX:**

**SMX MBO partner for centralized & turnkey IC compliance, engagement, and indemnification – MBO safeguards SMX from misclassification risks**

**For Independent Contractors (IC's):**

**Premium SMX perk for IC brand experience – Dedicated & personalized SMX MBO IC white glove service**

**1. SMX MBO partner for centralized & turnkey IC compliance, engagement, and indemnification – MBO safeguards SMX from misclassification risks:**

- Business size threshold up to 50 talent
- Rigorous MBO qualification, vetting, and audit defense file
- Background check and/or security clearance
- MBO updates annually and/or every new project

**2. Ease SMX administrative burdens:**

- Speed to revenue recognition & growth efficiency
- Streamlined, faster onboarding – no negotiating T&C's
- SMX MBO contract flows down to every IC SOW/PO
- MBO digital dashboard for onboarding
- Roundtrip procure-to-pay & SSO integration
- Centralized IC invoicing, reporting, and savings

**3. Recruit & redeploy IC's from SMX's private marketplace:**

- MBO is a strategic teaming partner for PTW & profitability

**1. Premium SMX perk for IC brand experience – Dedicated & personalized SMX MBO IC white glove service:**

- MBO digital dashboard for projects & payments
- Market-leading net 30 terms (faster vs. subcontract)
- MBO pays IC's faster on approved T&E (vs. invoices)
- Recruit & redeploy IC's from SMX's private marketplace

**2. Ease IC administrative burdens:**

- IC's focus on billable hours & value delivery
- MBO safeguards IC compliance risks
- Articles, insurance, control, benefits, etc.
- Future conversion to SMX FTE

**3. MBO supports:**

- Government clearances & contracts (SCA)
- OCONUS locations and/or travel (DBA)

▶ [SMX MBO Program Website](#) (Referral link, CONUS & OCONUS)

▶ [Vendor Qualification Criteria](#)

Notice: The contents of this document are private and confidential.