

Digital Transformation for Lawfirms

NECODEX[®]

PERFECT HIRES, TOP TALENT.

Ivan Freaner

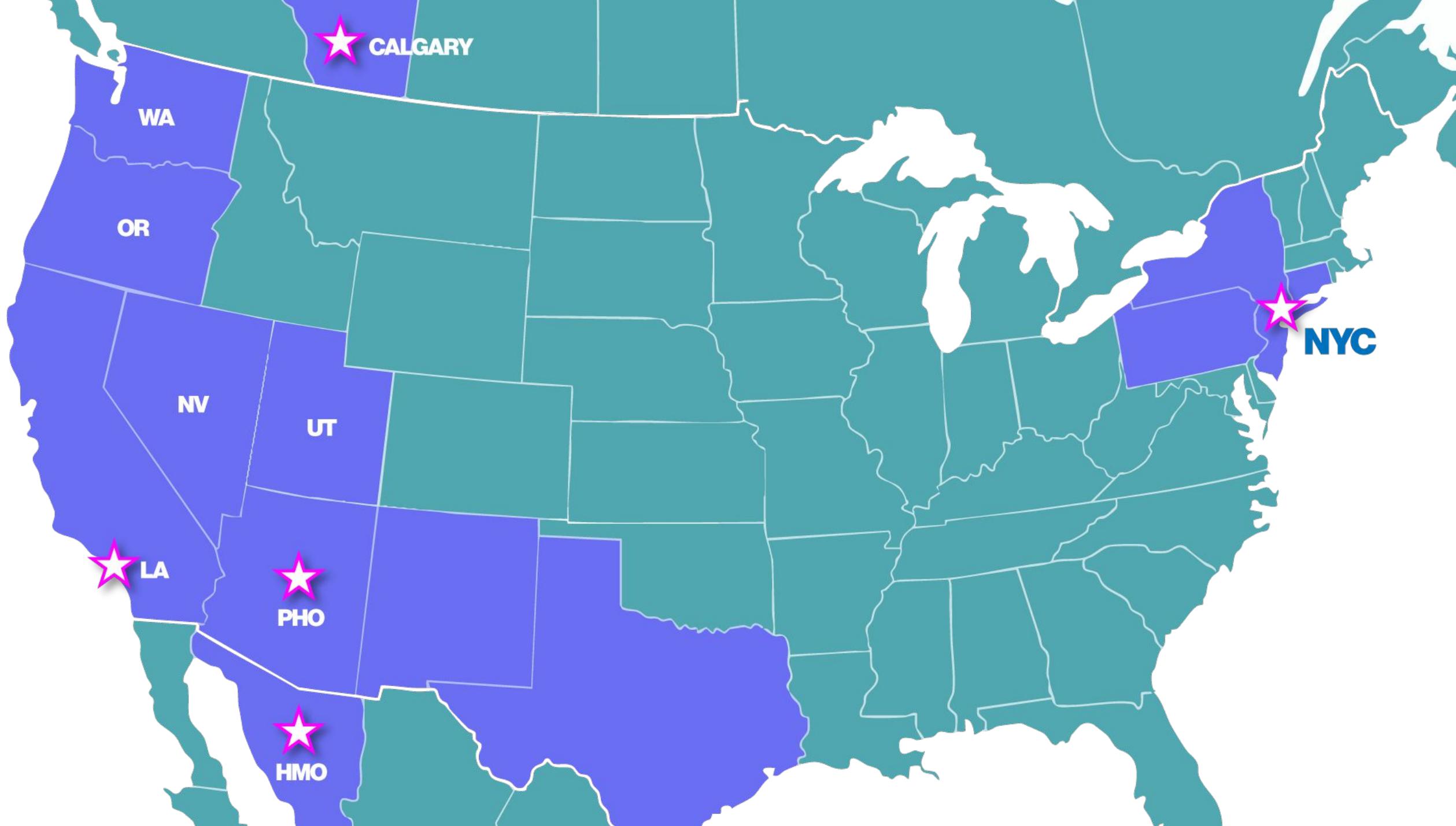
I'm Ivan Freaner, Director of Strategic Partnerships at Necodex, helping startups and small businesses scale through nearshore talent, AI-enabled teams, and human-centered growth strategies. With over 15 years of experience across design, marketing, education, and technology, I focus on pairing great people with senior guidance to build strong culture and sustainable growth.



Necodex

Necodex helps startups and growing businesses **scale faster by building high-performing nearshore teams** across engineering, AI, marketing, and operations. We combine top-tier global talent with local, hands-on guidance to deliver teams that integrate seamlessly, perform quickly, and grow sustainably.





★ CALGARY

WA

OR

NV

UT

★ LA

★ PHO

★ HMO

★ NYC

We are in Alignment

**Same Time Zones
as US and Canada**

**Same Work
Culture and Easy
Integration**

**Nearshore/Onshore
availability for local
connectivity**



Our Clients







L

A



B

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Y

More Than Staffing

Nearshoring should not extract value from communities. It should grow people, teams, and places together. That belief drives how we hire, support, and partner.



NECODEX[®]

Respected, Not outsourced.

“This opportunity truly changed my life. At Necodex, I feel respected, supported, and treated like a professional not outsourced. I’m proud of the work I do and the future I’m building here.”

Elsa Araiza
Senior Digital Marketer
Hired 2024 by Kwant.ai

MEET CLAUDIA

HIRED



Elsa Araiza
AI Engineer
Hired 2024 by Kwant.ai

How We Support Our Talent

Built for **Careers**, Not Gigs

- Bachelor-level professionals
- Competitive regional pay - **70%+**
- Healthcare, equipment, and office support
- Mentorship and mental health support
- Constant Upskilling from [top leaders](#) in their fields
- Our people stay. Clients benefit from consistency.
- Direct alignment with US work ethic and models



**Necodex does not staff and go.
We stay, support, and grow alongside
our clients and our people.**

Local Connectivity

We're nearshore, but we show up like a local partner

- We have a real, **on-the-ground presence in NYC**, not just a remote team
- Our clients get access to **local support, strategy, and business development guidance**
- We meet in person when it matters: **workshops, check-ins, and growth conversations**
- Our nearshore teams are paired with **NYC-based senior leaders** and experts
- You get the scale of nearshoring with the trust and accessibility of a local relationship





Jaime Acosta
**Customer Success
Manager**
Phoenix, AZ / West Coast Advisor



Ivan Frenner
**Director of Strategy
And Partnerships**
New York, NY / East Coast Advisor

Nearshore + Onshore

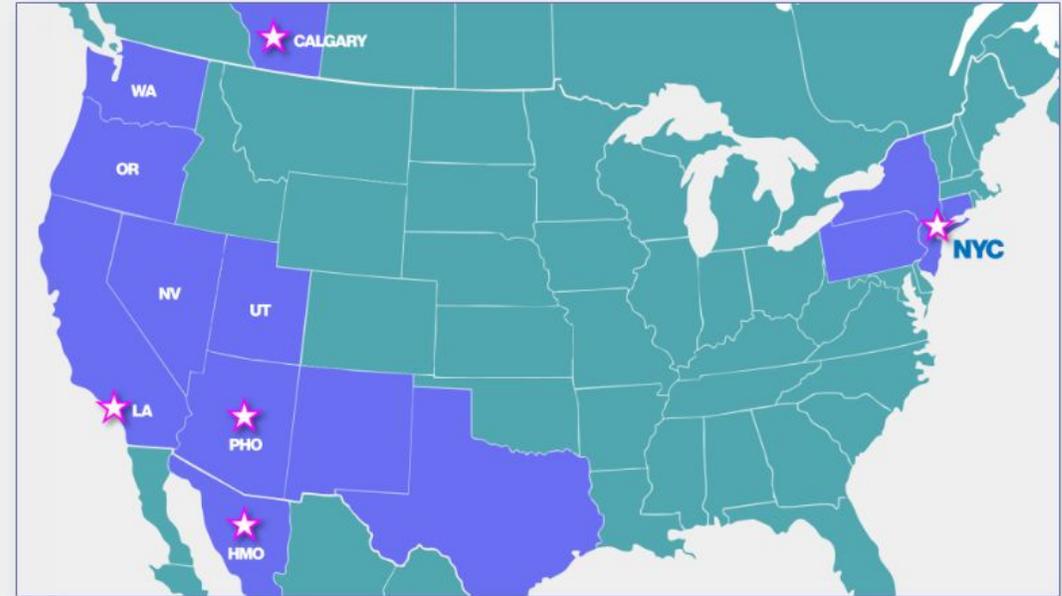
Meet **Real People.** Get a **Local Expert.**

For Clients

- In-person meetings and check-ins when needed
- Local market insight and community connections
- Faster trust-building and clearer communication
- A real relationship, not a faceless vendor

For Talent

- Stronger integration with U.S. teams
- Clear expectations and cultural alignment
- Advocacy and support from leadership



Necodex maintains active relationships, partnerships, and onshore support across:

New York City
Washington, DC
New Jersey
Philadelphia
Pennsylvania

Allentown
Lehigh Valley
Bucks County
Boston
Connecticut

Phoenix
Tucson
San Diego
Los Angeles
Calgary

Hermosillo
Mexico City
Guadalajara
Tijuana

Active Onshore / Nearshore Clients

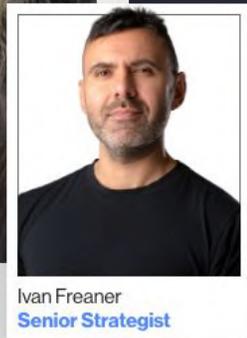
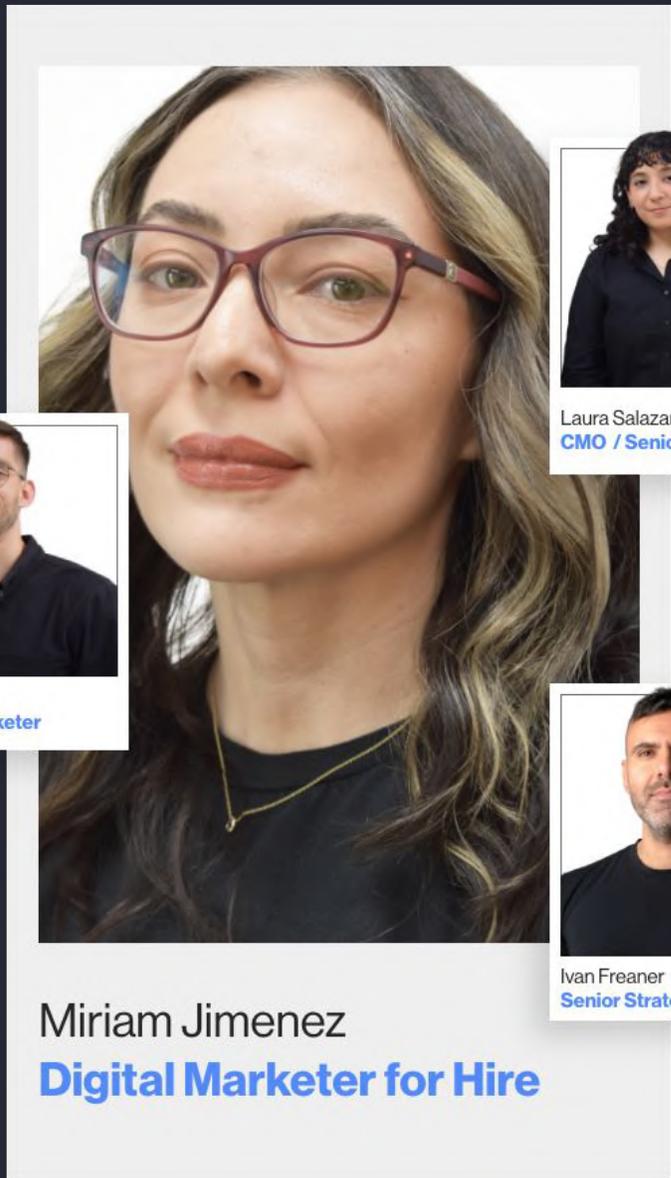
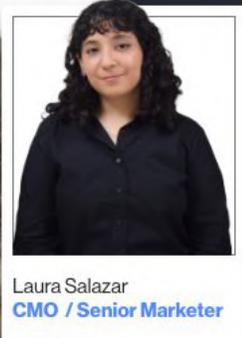
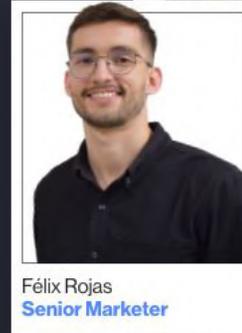
One Hire. Many Minds.

The **Senior Expert** Pairing Model

Every hire is **backed by senior leaders** in:

- Strategy
- Technology
- Marketing
- AI and operations

Your team member is **never** working alone.



In-Person and Local.

Consulting
Advisement
Strategy

High Level Execution
Local Representation
Advisement on Growth
No additional expense

Single Source Talent

*We are a **Family!***



Single Source Talent Pool

One Home. One Family.

Necodex brings highly educated professionals into a supportive, inclusive environment where people feel valued, connected, and proud of the work they do.



Necodex
Executive Leadership
Hermosillo, Mexico



Single Source Talent Pool

One City. One Team.

Necodex operates from a single-source talent pool, with our teams working together under one roof in one highly educated city in Mexico. Every team member holds a bachelor's degree and is supported with **competitive pay, healthcare, equipment, a dedicated office, and mental health services** creating an inclusive, **people-first culture where professionals are valued and empowered to do their best work together.**



Necodex
Family Team
Hermosillo, Mexico



Our Onshore Upskilling Team



Anika Jackson

CEO, YourBrandAmplified &
Professor, USC

Podcast strategist, media expert, communications educator, and authority on brand storytelling for influence and impact.



Ivan Frenner

Director of Strategic Partnerships, Necodex &
CEO, IFCDelivers

Award-winning designer and strategist specializing in Growth Intelligence, brand development, AI-driven marketing, community engagement, and nonprofit/SMB capacity building.



Arturo Herrera

CEO, Necodex

Expert in AI innovation, nearshore talent, engineering leadership, and digital transformation across the U.S. and LATAM.



James Dykstra

Founder & CEO, DocuScout.com | Ex-Microsoft & Ex-Amazon

Scaling AI for business, enterprise transformation, capital raising, and product innovation advisor for startups and SMBs.



Gabriel Ortiz

Business Growth Expert | Founder @ Primero Negocios | Co-Founder @ FRESA SMILES | Scaling Start-Ups & Local Brands Across the U.S.

Entrepreneur | Business Growth & Marketing Expert | Co-Founder @ FRESA SMILES | Founder @ Primero Negocios I'm passionate about helping businesses grow, scale, and stand out



Eric Larson

Silicon Zombies

We bring together exceptional minds to explore complex, highly relevant topics alongside founders, funders, and friends.

Demystifying emerging tech with the best brains from the bay...and beyond!

Investment

Roles We Commonly Staff

\$2,000-\$3,500-\$4,500
per month

Jack-of-All-Trades Operators: **\$2,200+**

Digital Marketing Specialists: **\$3,500+**

Software Engineers: **\$4,000+**

Front-End Developers: **\$3,500+**

Virtual Assistants: **\$2,000**

Legal Assistants: **\$2,500**

Executive Assistants: **\$2,200**

Roles We Commonly Staff in AI

\$3,750-\$6,000-\$9,000
per month

Machine Learning Engineer

Data Analyst

Data Engineer

Business Intelligence Developer

Computer Vision Engineer

AI Software Engineer

(All Mid and Senior Level Roles come with an intern from the University included as part of our NICE program)

[Full List of Investments Here](#)

Built for Small Business

Small Teams Welcomed

- Many of our clients are **founders** and **small teams**
- We help you hire your **first** or **second** critical role
- Flexible models **without** long-term HR burden
- **Senior guidance** included so you are never guessing
- We help small teams **punch above their weight.**



Our Prices Are All Inclusive

Just one monthly invoice and we'll take care of everything.



Payroll Management



Mexican Employer Taxes



Legal Workers Compensations



Private Medical Insurance



Equipment (MacBook or Windows)



360 Ongoing Team Support



Hot Desk & Snacks



Recruitment Services



Legal Accomplishments



Office Space



Internet



Each role is **thoughtfully
matched** and **supported**.

We ❤️ Our Community

Giving Back to the Places We Serve

We Invest Where We Work:

NY Tech Alliance

Civic Hall

Women Creating Change (NY)

The Alliance Against Sexual Assault (NY)

Bucks County Community College (PA)

Upper Bucks County Technical School (PA)

Big Brothers Big Sisters (PA)

CUNY Kingsborough (NYC)

NICE Program (Hermosillo, MX)

We grow talent pipelines, not just teams.

Our First CUNY Cohort



NICE, our **Necodex Internship Center of Excellence**, is how we invest early in talent and build careers, not just jobs.

Prepare students and early-career professionals for long-term careers

Provide real-world experience, mentorship, and professional standards

Build a strong, ethical talent pipeline grounded in education and opportunity

Our NICE Program Outings



Security Protocol

Necodex **protects your data with enterprise-grade security**, strict compliance, and built-in confidentiality agreements. We use encryption, role-based access, and secure cross-border handling to meet standards like **GDPR, SOC II** and **HIPAA**—ensuring your information stays private, protected, and in trusted hands.



Let's Build Your Team

Whether you need **one engineer, day to day executive assistant, digital marketer** or an **entire AI department**, Necodex delivers world-class talent, local service, and strategic impact. **Let's start today.**



Let's Talk



Ivan Freamer

Director of Strategic Partnerships

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FAQ's



Gracias!



Top 1% Talent From Mexico
necodex.com