TalentSource

Global Staffing & Tech | $20M Run-Rate

BUILDING A GLOBAL WORKFORCE POWERED BY PEOPLE, DATA, AND AI.

PORTFOLIO COMPANIES

MINOTAUR

TEAM 360 STAFFING

Confidential investor presentation

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Sales and Recruiting Teams Are Flying Blind

Recruiting and revenue teams lose speed and margin across disconnected data, software, and delivery models.

1

DATA DECAYS FAST

- B2B contact data decays by up to 70% annually.
- Bad contacts waste 30–40% of outreach spend.

2

TOOLS REMAIN FRAGMENTED

- Sales teams stitch together CRM, enrichment and outbound tools.
- Recruiters juggle separate ATS, sourcing and screening systems.
- Data remains disconnected from execution.

3

HIRING CAN'T KEEP UP

- A bad hire can cost up to 30% of first-year salary.
- Vacancies and talent shortages slow growth.
- Flexible staffing provides scalable capacity for surges and ramp-ups.

The result: slower hiring and sales cycles, duplicated work, and persistent margin pressure.

The company: TalentSource

A Florida holding company combining a proven global staffing operation with a launch-ready AI-powered SaaS platform.

MINOTAUR

TECH | UPSIDE

Our SaaS platform, Minotaur.io, is built on proprietary code and data, including a 220M+ contact database with 90% accuracy. Minotaur Recruit and Minotaur Sales are designed for deep AI integration.

Proprietary database | Owned code | Two products

TEAM 360 STAFFING

STAFFING | PROTECTION

A proven staffing operation with a current run-rate of over $20M. A 100-person bilingual Medellin team supports 10 branches and Fortune 500 clients including Amazon, McDonald's, Halliburton, Getty Images and Amdocs.

Recurring cash flow | Nearshore delivery | U.S. footprint

NEARSHORE HQ ADVANTAGE

100+ bilingual professionals in Medellin run recruiting, sales, and administration at a fraction of U.S. operating costs.

$20M USD
2026 REVENUE RUN-RATE

$8.3M USD
RAISED TO DATE

220M+
CONTACTS IN DATABASE

$284B
SERVICEABLE MARKET

$7M USD
SERIES B ASK

100+
BILINGUAL TEAM
NEARSHORE MODEL

MARKET SIZE

A multi-billion dollar intersection

Staffing, recruiting software, CRM, and sales intelligence form the addressable landscape.

$765B

TOTAL ADDRESSABLE MARKET

$284B

SERVICEABLE ADDRESSABLE MARKET

$85M

SERVICEABLE OBTAINABLE MARKET

Bottom-up 2028 plan: Team360 scales from a $20M run rate to $50M through U.S. branch expansion, while Minotaur reaches $35M through approximately 6,000 customers at $5.8K in blended annual revenue.

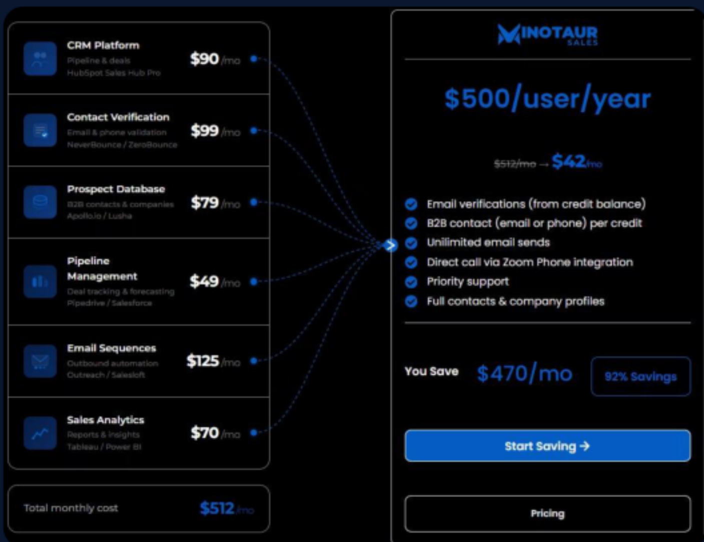
RECRUITING	CRM (SAAS)	SALES INTELLIGENCE	RECRUITMENT SAAS
$690.3B	$65.99B	$4.99B	$3.77B
7.47% CAGR	20.05% CAGR	12.89% CAGR	7.85% CAGR
Source	Source	Source	Source

Mordor Intelligence

Verified data. Integrated workflows. One platform.

A proprietary database of 220M+ enriched contacts embedded directly into the workflows where teams act on that data.

MINOTAUR SALES



CRM + outbound sales infrastructure
Verified B2B contact database
Integrated campaign execution
Pipeline management and analytics

MINOTAUR RECRUIT

Applicant Tracking System (ATS)
Candidate sourcing and resume database
Recruitment pipeline management
Native collaborative job board

220M+
ENRICHED CONTACTS

One proprietary data layer supports two purpose-built products - sales intelligence and recruiting - with shared verification, enrichment, and AI infrastructure.

Software backed by data assets

Owned technology, a live operating network, and Americas-first data create the platform's edge.

01 **PROPRIETARY CURATED DATABASE**

220M+ actively verified contacts, refreshed every 90 days.

02 **OWNED TECHNOLOGY STACK**

Built in-house by a 20-person development team. Full API ownership, no vendor lock-in, and deep AI-agent integration.

03 **WORKFLOWS BUILT WITH PURPOSE**

Minotaur Sales and Minotaur Recruit are purpose-built for their workflows - not generic AI tools adapted later.

04 **OPERATIONAL DISTRIBUTION**

Team 360’s 10-branch network and 100+ person Medellin hub provide a live testing ground and first customer base.

05 **COLLABORATIVE INNOVATION**

Users contribute verified candidate profiles for platform credits, expanding and refreshing the database through real activity.

06 **AMERICAS-FIRST DATA ADVANTAGE**

20M+ LATAM contacts create coverage where incumbents such as ZoomInfo and Apollo remain comparatively weak.

Unit economics model

Illustrative assumptions; actual cohort performance will supersede these figures after commercial launch.

METRIC	SMB (85%)	ENTERPRISE (15%)	BLENDED
CAC Cost to acquire one customer	$150	$3,500	**$652.50**
ACV Annual contract value per customer	$2,400	$25,000	**$5,790**
LTV ACV x average customer lifetime	$6,000	$75,000	**$16,350**
Gross margin Revenue minus cost of delivery	82%	82%	**82%**
LTV:CAC LTV divided by CAC	40:1	21.4:1	**25.1:1**
Payback period CAC / (ACV x gross margin / 12)	~0.9 months	~2 months	**~1.65 months**
Churn rate % of customers lost monthly	5-7%	1-2%	**4.4-6.25%**
NRR Retained revenue + expansion / prior revenue	105%	115%	**106.5%**

Blended assumptions reflect an 85% SMB and 15% enterprise customer mix.

The house is built. Q3 2026 we open the doors.

The sequence begins with Team 360's existing network, then expands through outbound, paid demand, content, and referrals.

GO-TO-MARKET STRATEGY

EXISTING NETWORK → **DATABASE OUTREACH** → **CONTENT & ADS** → **ORGANIC SCALE**

Q3 2026
Team 360's 300+ client relationships
Market feedback

Q4 2026
Dedicated sales team
Minotaur database outreach

Q1 & Q2 2027
LinkedIn and Google Ads
Content-led demand
Referral program

Q3 2027+
Word of mouth
SEO compounding from content investment

DISTRIBUTION STARTS WITH AN EXISTING CUSTOMER BASE

Team 360 contributes 300+ client relationships, direct market feedback, a live outbound operation, and a real-world testing environment before Minotaur scales beyond the portfolio.

GTM ADVANTAGE: OUR NEARSHORE HQ

Medellin, Colombia

- 100+ bilingual staff at Colombian labor costs
- Outbound team already operational
- Native Spanish enables LATAM growth
- Ground-level LATAM contact intelligence
- Western to Eastern Time coverage at a fraction of U.S. cost

A proven engine that funds and distributes

A ten-location U.S. staffing footprint supported by a bilingual Medellin operating hub.

OUR MARKETS

ACTIVE

Miami, FL
Los Angeles, CA
San Francisco, CA
Tacoma, WA
Riverside, CA
Medellin, Colombia
Seattle, WA
Sacramento, CA
Phoenix, AZ
Dallas, TX

UPCOMING

Houston
West Coast expansion
Southwest expansion

OPERATING PROOF

100+ bilingual professionals | Medellin HQ
Fortune 500: Amazon, Halliburton, McDonald's
2026 YTD revenue: 4-5x vs. 2025

$6.22M
2025 REVENUE

$20M
2026 RUN-RATE

TEAM 360 ENGINE

$2.1M
REAL ESTATE OWNED

10
ACTIVE LOCATIONS
FORTUNE 500 CLIENTS

Unit economics

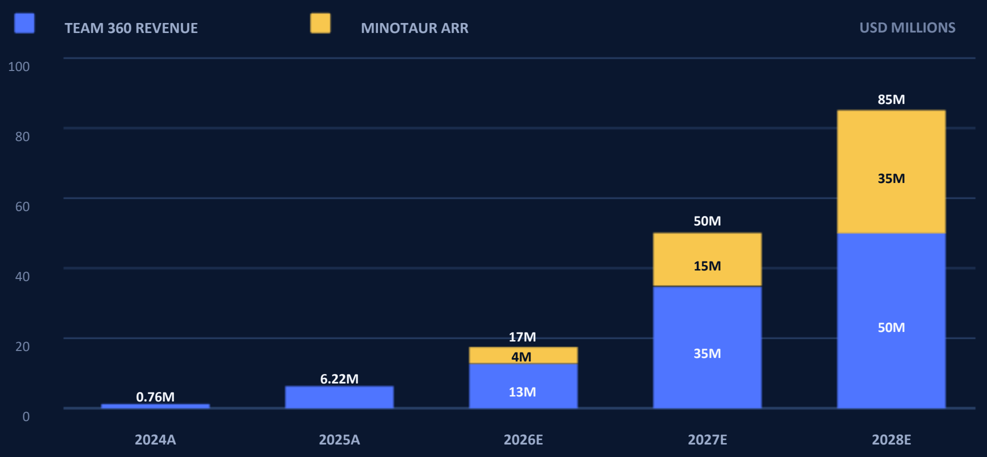
Management-reported operating metrics for on-site staffing and global staffing.

METRIC	ON-SITE (90%)	GLOBAL STAFFING (10%)
Markup (Bill rate - pay rate) / pay rate	35%	35%
Gross margin After employer burden	14.1%	25.9%
Average assignment length Average duration of temporary placement	2 months	6 months
Revenue per placement Average revenue per successfully filled position	$11,152	$8,255
Fill rate % of job orders successfully filled	90%+	100%
Time to fill From order to placement	48h candidates / 4-5 days	48h candidates / 10-12 days
Client retention rate Excluding temp-to-perm conversions	97%	100%
Temp-to-perm conversion % converted to direct hire after lock-in	7%	70%
Recruiter monthly productivity Placements per recruiter per month	16.5	16.5
Revenue concentration Revenue generated by top five clients	58.8%	76.6%

The staffing engine supplies cash flow, customer access, and a live distribution network for Minotaur.

Two revenue engines. Compounding growth.

Actuals are management-prepared and unaudited. Projections depend on execution and the Minotaur launch.



$20M JULY 2026 RUN-RATE

80-85% MINOTAUR GROSS MARGIN TARGET

SERIES B FUELS BOTH ENGINES

STRATEGIC DATA ASSET

TSSC's proprietary database of 220M+ verified B2B contacts and candidate profiles was developed internally over 3 years from 500M+ raw records at an estimated 90% accuracy rate. Under U.S. GAAP, the internally developed asset is generally not capitalized.

INCOME STATEMENT	2024A	2025A
Revenue	**$763K**	**$6.22M**
COGS	$655K	$5.34M
Gross profit	**$108K**	**$877K**
G&A	$955K	$2.02M
Sales & marketing	$75K	$146K
R&D	$231K	$518K
Total expenses	**$1.91M**	**$8.03M**
EBITDA	**$(1.153M)**	**$(1.807M)**
Net income	**$(1.17M)**	**$(1.84M)**

BALANCE SHEET	2024A	2025A
Cash	**$3.00M**	**$2.15M**
Accounts receivable	$176K	$1.08M
Total current assets	$3.56M	$3.75M
Fixed assets	$2.27M	$2.37M
Intangible assets	$600K	$600K
Total assets	**$6.43M**	**$6.72M**
Total liabilities	$1.00M	$1.00M
Total equity	**$5.43M**	**$5.72M**

Series B funds the road to IPO

$7,000,000 total raise to accelerate distribution, product scale, U.S. expansion, and public-company readiness.

CAPITAL DEPLOYMENT STACK

IPO READINESS | $1.0M

MINOTAUR SCALE | $1.5M

TEAM 360 U.S. EXPANSION | $2.0M

MINOTAUR DISTRIBUTION | $2.5M

TOTAL RAISE | $7.0M

MINOTAUR DISTRIBUTION

$2.5M / 36%

SDR team, paid acquisition, and outbound campaigns.

TEAM 360 U.S. EXPANSION

$2.0M / 29%

New branches in Houston, the West Coast, and the Southwest.

MINOTAUR SCALE

$1.5M / 21%

Product development, data infrastructure, and engineering hires.

IPO READINESS

$1.0M / 14%

Executive hires, governance, audit, and IPO preparation.

STRATEGIC PARTNER

The company is seeking more than capital: enterprise relationships, staffing-industry partnerships, and SaaS go-to-market expertise across North and South America.

1. Q3 2026 — MINOTAUR LAUNCH
2. 2027 — FIRST MINOTAUR ARR; TEAM 360 TO $35M
3. 2028-2029 — MINOTAUR + TEAM 360 SCALE
4. 2029-2030 — NASDAQ IPO READINESS

Entrepreneurs, engineers, lawyers and operators

Leadership combines staffing operations, enterprise technology, finance, law, cybersecurity, and international go-to-market experience.

JP SUTTON, MBA.

FOUNDER & CEO

U.S. Army veteran; staffing founder with a successful exit and senior HR leadership.

CHRISTOPHER HOTZ, MBA.

CTO

20+ years in SaaS engineering; CTO leading Minotaur, cybersecurity and platform reliability.

BRIAN WELP, BBA.

CFO

Fortune 500 finance executive; CFO specializing in strategy, risk and business transformation.

LUIS VEGA, MBA.

COO

Global staffing operator; led 80+ person teams across North America, Europe and LATAM.

NEAL HARPER, MBA.

CSO

U.S. Navy Reserve veteran; cybersecurity and enterprise AI leadership.

JOSE PIEDRAHITA, MSC.

CRO

LATAM marketing executive; digital demand generation, outbound sales and corporate communications.

DANIEL KIM, ESQ.

BOARD MEMBER & INVESTOR

U.S. Army JAG veteran; law-firm founder with $100M+ in client recoveries.

RAMESH VELURU

BOARD MEMBER & INVESTOR

IT staffing entrepreneur; 25+ years across software, cloud, AI and eCommerce.

Three phases. One destination.

A disciplined roadmap toward a NASDAQ Capital Market listing or strategic acquisition.

1

PHASE 1 | FOUNDATION

2026-2027

- Minotaur commercial launch
- First Minotaur ARR cohort
- Team 360 expansion to $35M revenue

2

PHASE 2 | SCALE

2027-2028

- Minotaur ARR $35M target
- Team 360 TSSC revenue $50M
- Expand into Latin America via Colombia base

3

PHASE 3 | IPO / ACQUISITION

2029-2030

- NASDAQ Capital Market listing target
- 1,000+ FTE workforce milestone
- Minotaur becomes the primary valuation driver
- Team 360 remains the stable cash-flow engine

TSSC's exit strategy is a disciplined roadmap toward a NASDAQ listing or strategic acquisition - with Minotaur driving valuation and Team 360 supplying stable cash flow.

We know the risks. Here's how we're managing them.

RISK

Minotaur is entering commercial launch following three years of internal development and operational deployment.

MITIGANT

A strong commercial launch with all available marketing strategies implemented.

RISK

Maintaining 90% accuracy across 220M+ contacts requires continuous investment.

MITIGANT

A hybrid enrichment model combines third-party providers and internal verification systems, with a 90-day refresh cycle.

RISK

Well-funded competitors have large existing customer bases.

MITIGANT

Incumbents have weak LATAM coverage and no integrated workflow layer. Americas data density plus staffing distribution creates a differentiated wedge.

RISK

Launching Minotaur while expanding Team 360 requires capital discipline.

MITIGANT

Branch expansion follows a repeatable playbook and each branch is self-funding within 12 months. Series B capital adds acceleration, not survival.

Let's build this together

Fair Market Value (409A valuation) from Carta Inc.: $0.53 per share.

TIER 1: ANCHOR

$1.05 / SHARE

>100,000 shares

PRE-MONEY (150M SHARES): $157.5M

Quarterly investor updates | Annual Meeting invitation | Medellin site visit

TIER 2: STRATEGIC

$1.10 / SHARE

>50,000-100,000 shares

PRE-MONEY (150M SHARES): $165.0M

Quarterly investor updates | Annual Meeting invitation

TIER 3: GROWTH

$1.15 / SHARE

20,000-50,000 shares

PRE-MONEY (150M SHARES): $172.5M

Quarterly investor updates | Annual Meeting invitation

1

STEP 1 - CONNECT

Discuss investment thesis and confirm strategic fit.

2

STEP 2 - DILIGENCE

Carta Data Room access. Full financial statements, cap table, legal documents, and product demo available.

3

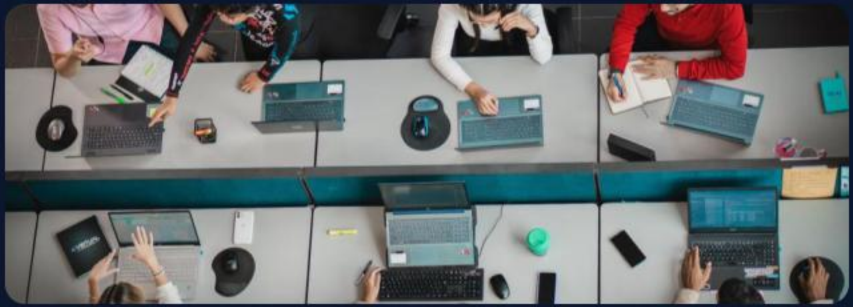
STEP 3 - DEAL

Review and sign the PPM and subscription agreement. Fast, secure, and fully compliant with applicable securities regulations.

4

STEP 4 - CLOSE

Wire funds to TSSC corporate account. Equity position recorded on Carta for full transparency and cap table management.



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