



Great Deals E-Commerce Corp.
<https://www.greatdealscorp.com/>
 Quezon City
 2017 Founding year
385
 Number of employees in 2020
30,135.8%
 Absolute growth rate between 2017 and 2020
P14.57 million
 Total revenue of the company in 2017
P4.40 billion
 Total revenue of the company in 2020



Inteluck Corp.
<https://www.inteluck.com/>
 Makati City
 2014 Founding year
108
 Number of employees in 2020
4,587.4%
 Absolute growth rate between 2017 and 2020
P7.47 million
 Total revenue of the company in 2017
P350.09 million
 Total revenue of the company in 2020



Stylist in Pocket Technologies, Inc.
<http://stylistinpocket.com/>
 Manila
 2016 Founding year
43
 Number of employees in 2020
1,433.1%
 Absolute growth rate between 2017 and 2020
P5.05 million
 Total revenue of the company in 2017
P77.42 million
 Total revenue of the company in 2020



First Circle Growth Finance Corp.
<https://www.firstcircle.ph/>
 Taguig City
 2016 Founding year
108
 Number of employees in 2020
1,042.4%
 Absolute growth rate between 2017 and 2020
P24.4 million
 Total revenue of the company in 2017
P278.68 million
 Total revenue of the company in 2020



MyBusybee, Inc.
<https://www.mybusybee.net/>
 Quezon City
 2012 Founding year
20
 Number of employees in 2020
599.9%
 Absolute growth rate between 2017 and 2020
P5.73 million
 Total revenue of the company in 2017
P40.13 million
 Total revenue of the company in 2020



Converge Information and Communications Technology Solutions Inc.
<https://corporate.convergeit.com/>
 Angeles City
 2007 Founding year
3,006
 Number of employees in 2020
432.4%
 Absolute growth rate between 2017 and 2020
P2.94 billion
 Total revenue of the company in 2017
P15.65 billion
 Total revenue of the company in 2020



Sprout Solutions Phil., Inc.
<https://sprout.ph/>
 Taguig City
 2011 Founding year
189
 Number of employees in 2020
394.8%
 Absolute growth rate between 2017 and 2020
P39.36 million
 Total revenue of the company in 2017
P194.72 million
 Total revenue of the company in 2020



The Penbrothers International, Inc.
<https://penbrothers.com/>
 Makati City
 2014 Founding year
592
 Number of employees in 2020
344.2%
 Absolute growth rate between 2017 and 2020
P118.34 million
 Total revenue of the company in 2017
P525.69 million
 Total revenue of the company in 2020



KMC Solutions Hongkong Limited
<https://kmc.solutions/>
 Taguig City
 2010 Founding year
2,164
 Number of employees in 2020
197.7%
 Absolute growth rate between 2017 and 2020
P1.22 billion
 Total revenue of the company in 2017
P3.62 billion
 Total revenue of the company in 2020



The Mercantile Insurance Co., Inc.
<https://mercantile.ph/>
 Manila
 1962 Founding year
319
 Number of employees in 2020
196.7%
 Absolute growth rate between 2017 and 2020
P631.68 million
 Total revenue of the company in 2017
P1.87 billion
 Total revenue of the company in 2020



ZapGroup Inc.
<https://www.zap.com.ph/>
 Pasig City
 2012 Founding year
32
 Number of employees in 2020
158.0%
 Absolute growth rate between 2017 and 2020
P16.18 million
 Total revenue of the company in 2017
P41.76 million
 Total revenue of the company in 2020



D&V Philippines
<https://www.dvphilippines.com>
 Makati City
 2012 Founding year
352
 Number of employees in 2020
106.2%
 Absolute growth rate between 2017 and 2020
P171.5 million
 Total revenue of the company in 2017
P353.6 million
 Total revenue of the company in 2020



Philippine Telegraph and Telephone Corp. (PT&T)
<https://ptt.com.ph/>
 Makati City
 1962 Founding year
232
 Number of employees in 2020
103.3%
 Absolute growth rate between 2017 and 2020
P200.81 million
 Total revenue of the company in 2017
P408.34 million
 Total revenue of the company in 2020

A CUT ABOVE THE REST

PRESENTING, THE COUNTRY'S GROWTH CHAMPIONS 2022



Center for Health Services, Inc.
<http://chsiphil.com/>
 Pasig City
 2005 Founding year
554
 Number of employees in 2020
102.5%
 Absolute growth rate between 2017 and 2020
P139.15 million
 Total revenue of the company in 2017
P281.8 million
 Total revenue of the company in 2020



Security Bank Corporation
<https://www.securitybank.com/>
 Makati City
 1951 Founding year
6,833
 Number of employees in 2020
100.8%
 Absolute growth rate between 2017 and 2020
P25.09 billion
 Total revenue of the company in 2017
P50.37 billion
 Total revenue of the company in 2020



Clixlogic Inc.
<https://clixph.com/>
 Quezon City
 2005 Founding year
46
 Number of employees in 2020
94.5%
 Absolute growth rate between 2017 and 2020
P51.07 million
 Total revenue of the company in 2017
P99.35 million
 Total revenue of the company in 2020



PHINMA Corporation
<https://www.phinma.com.ph/>
 Makati City
 1956 Founding year
3,231
 Number of employees in 2020
91.6%
 Absolute growth rate between 2017 and 2020
P6.42 billion
 Total revenue of the company in 2017
P12.30 billion
 Total revenue of the company in 2020



Sta. Lucia Land, Inc.
<https://stalucialand.com.ph/>
 Cainta
 2007 Founding year
160
 Number of employees in 2020
88.8%
 Absolute growth rate between 2017 and 2020
P3.13 billion
 Total revenue of the company in 2017
P5.92 billion
 Total revenue of the company in 2020



Sourcefit Philippines Inc.
<https://sourcefit.com/>
 Quezon City
 2006 Founding year
712
 Number of employees in 2020
87.3%
 Absolute growth rate between 2017 and 2020
P215.86 million
 Total revenue of the company in 2017
P404.39 million
 Total revenue of the company in 2020



China Banking Corporation
<https://www.chinabank.ph>
 Makati City
 1920 Founding year
9,825
 Number of employees in 2020
70.5%
 Absolute growth rate between 2017 and 2020
P25.73 billion
 Total revenue of the company in 2017
P43.85 billion
 Total revenue of the company in 2020



BDO Unibank, Inc.
<https://www.bdo.com.ph>
 Makati City
 1967 Founding year
38,756
 Number of employees in 2020
46.5%
 Absolute growth rate between 2017 and 2020
P128.96 million
 Total revenue of the company in 2017
P188.91 million
 Total revenue of the company in 2020



Century Pacific Food, Inc.
<https://centurypacific.com.ph/>
 Pasig City
 1978 Founding year
17,896
 Number of employees in 2020
40.0%
 Absolute growth rate between 2017 and 2020
P34.50 billion
 Total revenue of the company in 2017
P48.30 billion
 Total revenue of the company in 2020



National Reinsurance Corporation of the Philippines
<https://www.nat-re.com>
 Makati City
 1978 Founding year
67
 Number of employees in 2020
35.3%
 Absolute growth rate between 2017 and 2020
P2.36 billion
 Total revenue of the company in 2017
P3.20 billion
 Total revenue of the company in 2020



Robinsons Retail Holdings, Inc.
<https://www.robinsonsretailholdings.com.ph/>
 Pasig City
 1980 Founding year
18,555
 Number of employees in 2020
31.1%
 Absolute growth rate between 2017 and 2020
P115.24 billion
 Total revenue of the company in 2017
P151.07 billion
 Total revenue of the company in 2020



Pryce Corporation
<https://pryce.com.ph>
 Makati City
 1989 Founding year
5,179
 Number of employees in 2020
26.9%
 Absolute growth rate between 2017 and 2020
P9.23 billion
 Total revenue of the company in 2017
P11.71 billion
 Total revenue of the company in 2020

THE PHILIPPINES' GROWTH CHAMPIONS 2021

RANK	NAME	WEBSITE	CITY	CATEGORY	ABSOLUTE GROWTH RATE [IN %]	COMPOUND ANNUAL GROWTH RATE (CAGR) [IN %]	REVENUE 2020 [IN P]	REVENUE 2017 [IN P]	NUMBER OF EMPLOYEES 2020	FOUNDING YEAR
1	GREAT DEALS E-COMMERCE CORP.	https://www.greatdealscorp.com/	QUEZON CITY	COMMERCE AND SHOPPING	30,135.8%	571.2%	4,404,927,247	14,568,590	385	2017
2	INTELUCK CORP.	https://www.inteluck.com/	MAKATI CITY	INTERNET SERVICES	4,587.4%	260.6%	350,093,869	7,468,841	108	2014
3	STYLIST IN POCKET TECHNOLOGIES, INC.	http://stylistinpocket.com/	MANILA	CLOTHING AND APPAREL	1,433.1%	148.4%	77,419,593	5,049,912	43	2016
4	FIRST CIRCLE GROWTH FINANCE CORP.	https://www.firstcircle.ph/	TAGUIG CITY	FINANCIAL SERVICES	1,042.4%	125.2%	278,684,547	24,395,204	108	2016
5	MYBUSYBEE, INC.	https://www.mybusybee.net	QUEZON CITY	INFORMATION TECHNOLOGY	599.9%	91.3%	40,129,745	5,733,535	20	2012
6	CONVERGE INFORMATION AND COMMUNICATIONS TECHNOLOGY SOLUTIONS INC.	https://corporate.convergeict.com/	ANGELES	MESSAGING AND TELECOMMUNICATIONS	432.4%	74.6%	15,652,332,331	2,940,202,939	3,006	2007
7	SPROUT SOLUTIONS PHIL., INC.	https://sprout.ph/	TAGUIG CITY	INFORMATION TECHNOLOGY	394.8%	70.4%	194,717,903	39,355,229	189	2011
8	THE PENBROTHERS INTERNATIONAL, INC.	https://penbrothers.com/	MAKATI CITY	SUPPORT SERVICES	344.2%	64.4%	525,689,335	118,335,641	592	2014
9	KMC SOLUTIONS HONGKONG LIMITED	https://kmc.solutions/	TAGUIG CITY	SUPPORT SERVICES	197.7%	43.9%	3,620,000,000	1,216,000,000	2,164	2010
10	THE MERCANTILE INSURANCE CO., INC.	https://mercantile.ph/	MANILA	FINANCIAL SERVICES	196.7%	43.7%	1,874,426,153	631,681,837	319	1962
11	ZAPGROUP INC.	https://www.zap.com.ph/	PASIG CITY	LOYALTY & REWARDS PROGRAM	158.0%	37.2%	41,756,507	16,182,613	32	2012
12	D&V PHILIPPINES	https://www.dvphilippines.com	MAKATI CITY	BUSINESS PROCESS OUTSOURCING	106.2%	27.3%	353,604,133	171,495,041	352	2012
13	PHILIPPINE TELEGRAPH AND TELEPHONE CORP. (PT&T)	https://ptt.com.ph/	MAKATI CITY	INTERNET SERVICES	103.3%	26.7%	408,344,053	200,813,899	232	1962
14	CENTER FOR HEALTH SERVICES, INC.	http://chsphil.com/	PASIG CITY	HEALTH CARE	102.5%	26.5%	281,797,013	139,147,704	554	2005
15	SECURITY BANK CORP.	https://www.securitybank.com/	MAKATI CITY	FINANCIAL SERVICES	100.8%	26.2%	50,372,594,000	25,085,100,000	6,833	1951
16	CLIXLOGIC INC.	https://clixph.com/	QUEZON CITY	INFORMATION TECHNOLOGY	94.5%	24.8%	99,349,770	51,067,441	46	2005
17	PHINMA CORP.	https://www.phinma.com.ph/	MAKATI CITY	CONSTRUCTION	91.6%	24.2%	12,301,751,000	6,419,212,000	3,231	1956
18	STA. LUCIA LAND, INC.	https://stalucialand.com.ph/	CAINTA	REAL ESTATE	88.8%	23.6%	5,917,780,219	3,134,592,272	160	2007
19	SOURCEFIT PHILIPPINES INC.	https://sourcefit.com/	QUEZON CITY	BUSINESS PROCESS OUTSOURCING	87.3%	23.3%	404,385,934	215,861,577	712	2006
20	CHINA BANKING CORP.	https://www.chinabank.ph	MAKATI CITY	FINANCIAL SERVICES	70.5%	19.5%	43,853,635,000	25,728,097,000	9,825	1920
21	BDO UNIBANK, INC.	https://www.bdo.com.ph	MAKATI CITY	FINANCIAL SERVICES	46.5%	13.6%	188,910,000	128,959,000	38,756	1967
22	CENTURY PACIFIC FOOD, INC.	https://centurypacific.com.ph/	PASIG CITY	MANUFACTURING	40.0%	11.9%	48,301,741,084	34,495,703,425	17,896	1978
23	NATIONAL REINSURANCE CORPORATION OF THE PHILIPPINES	https://www.nat-re.com	MAKATI CITY	FINANCIAL SERVICES	35.3%	10.6%	3,197,012,000	2,363,685,000	67	1978
24	ROBINSONS RETAIL HOLDINGS, INC.	https://www.robinsonsjretailholdings.com.ph/	PASIG CITY	COMMERCE AND SHOPPING	31.1%	9.4%	151,070,260,790	115,238,459,529	18,555	1980
25	PRYCE CORP.	https://pryce.com.ph	MAKATI CITY	ENERGY	26.9%	8.3%	11,708,642,164	9,226,508,097	5,179	1989

PENBROTHERS: THE 'BLACK SHEEP' OF OFFSHORING THAT CHAMPIONS 'EMPLOYEE OBSESSION'

To be labeled the “black sheep,” usually of a family, is not typically something one would aspire to, given the term’s negative connotation in everyday conversation. But when it comes to being a growth champion in the business of executing companies’ rapid remote expansion, Penbrothers carries the title of “black sheep” with pride, as they offer an unconventional approach to the traditional offshoring model, “done with flair”—an approach that has opened a host of employment opportunities to Filipinos and enabled startups to consistently grow in a global scale, despite the pandemic.

Since its establishment in 2014, Penbrothers has been helping startups scale by enabling them with the right remote talent and flexible hiring and HR solutions—while also ensuring that these employees receive reasonable salaries. To do so, they had to be just as entrepreneurial as their clients. Penbrothers offshores talent for their clients and employs them within their company, but manages all stages of talent sourcing, onboarding, employee engagement and local compliance, allowing them to fully integrate their teams into their respective company cultures.

“It all boils down to people. We are obsessed with our employees. It starts by working together with the client to make sure we find the right people, and then work in symbiosis with clients and employees alike to make sure productivity, happiness at work and growth is at the core of everything,” explains Penbrothers co-founder Guilheme Faria.



Founders Gui Faria (pictured on the left) and Nicolas Bivero (pictured on the right) started Penbrothers in 2014 for founders like themselves and are continuously helping build and scale teams all over the world.



It’s a system, adds Faria, that worked amid—and despite—one of the world’s worst crises, when COVID-19 caused global business to be temporarily halted.

“Like many other companies, we faced our own set of challenges due to the pandemic,” says Nicolas Bivero, co-founder. “Business slowed down, and companies were conservative with their growth. But, at the same time, as companies adapted and remote work became more accepted, this accelerated our growth and even validated our vision to be able to provide remote opportunities at a global scale.”

To date, Penbrothers has over 1,400 employees in the Philippines working for global startups, one of which is the popular online marketplace Carousell. Penbrothers spearheaded the Singaporean company’s rapid expansion in the Philippine market, scaling their business development and marketing teams to 20 people in just 3 months through seamless recruitment, HR and payroll management services, as well as office space solutions.



Sheridan Office located in Mandaluyong that is fully secure and sanitized. They offer flexible amenities to serve teams working in a hybrid setup.



Penbrothers employees’ celebrating one of their monthly remote events outside of work to boost morale and camaraderie.

fueled by its in-house technology platform called The HUB. The platform allows clients to screen candidates, onboard employees with ease, manage payroll and benefits (and other HR functions) and engage with the community using just one software. The HUB uses AI and business intelligence tech along with cloud-based microservice architecture for scalability, and has the highest security and data privacy measures in place.

“What makes this unique is that, using information we collected within the system, we are able to address and better predict client’s needs more proactively,” Bivero says. “Our Research & Development/Innovation, Transformation and Product teams are constantly collecting user feedback and market insights to make Penbrothers the No. 1 offshoring provider using its remote talent management platform.”

As they move toward greater goals this year, Bivero and Faria say Penbrothers’ focus will be “employee obsession”—their dedication to their culture that is empowering, exciting, growth-focused and psychologically safe. The company is investing on learning and development initiatives that will help build careers for the individuals that join their team, which includes community-building initiatives like mental health sessions, workshops, events and online learning for upskilling.

“Penbrothers aims to emulate a people-first culture. That in turn, employees prioritized as whole individuals and given the right resources and opportunities would result in a positive and profitable workforce,” Faria says.

They enabled Carousell to enter and test the Philippine market, until the latter decided to incorporate their business here.

Penbrothers likewise supported the online software development of Gamesys in their expansion in the country, helping them grow their team to over 100 in just a year. These involved employing high-level tech talent such as full-stack developers, QA engineers, data analysts and service desk engineers. They even created customized offices for Gamesys.

And even in the face of a pandemic, travel booking platform Hopper was able to accelerate its employee growth to the hundreds, thanks to Penbrothers.

“We are proud to have impacted the lives of not just our employees, but their families, too, by providing them the opportunity to work for unique global companies that they otherwise may have not had the chance to. ‘Global reach to local impact’ is what really drives us,” Faria says.

More than their nontraditional approach to offshoring, Penbrothers’ success is also