

# The Hive Fellowship



Ascension Hive

# The Opportunity: Chiang Mai

## The Uncontested Hub of Global Talent

Thailand is not just our operational base.

It is our single greatest strategic advantage in talent acquisition.

In 2026, Thailand stands as the world's premier destination for digital nomads.

Bangkok and Chiang Mai are ranked as the #1 and #2 most popular cities globally for remote professionals.

Chiang Mai, in particular, is not just a city.

It is a self-sustaining ecosystem for builders, creators, and thinkers.

It offers a unique combination that we would be foolish to ignore.



# A Massive, Curated Talent Pool

The city is home to thousands of skilled professionals:

Software developers.

UI/UX designers.

Growth marketers.

Content creators.

Project managers.

These individuals have already self-selected for ambition and a global mindset.

They are here because they value quality of life.

But they are hungry for meaningful, mission-driven work.



# The Infrastructure

Chiang Mai boasts a mature ecosystem of:

World-class coworking spaces.

High-speed internet (averaging 115 Mbps down).

A vibrant community culture that fosters collaboration and innovation.

This isn't a remote outpost.

It is a functioning hub of global talent.



# Unbeatable Affordability

The low cost of living allows us to provide an exceptional quality of life.

For a fraction of Western salaries.

A comfortable lifestyle here requires a fraction of the capital it would in:

San Francisco.

London.

Singapore.

Our goal is to transition from simply building a product to building a movement.

To do that, we need to attract and retain the very best people.

Chiang Mai gives us the platform to do exactly that.



# The Infrastructure: A Private Campus

To harness this opportunity, we have secured an exclusive, private campus.

This is not merely office space.

It is a 24/7 innovation hub designed to maximize productivity, collaboration, and retention.



# The Campus (Resort) Details

12 private villas + 10 suites.

Enough to house a core team of 20+ with room for growth.

Total Cost:

200,000 THB per month (~\$6,000 USD).

Inclusions:

Full maintenance.

Gardens.

Pools.

Common areas.



# Why a Campus, Not an Office

By providing on-site, resort-quality accommodation,  
we collapse the barriers between life and work.

In the most productive way possible.

We aren't just paying for a desk.

We are buying our team's focus, energy, and community.

This model eliminates commutes.

Reduces personal overhead for team members.

Creates a culture where ideas are shared over meals, not just in meetings.



# The Engine: The Hive Fellowship Program

This campus enables our most powerful recruitment and retention engine.

The Hive Fellowship.



# The Concept

We will open our doors to the thousands of digital nomads  
flowing through Chiang Mai.

In exchange for free, high-quality housing in our private resort.

Selected Fellows will contribute their skills to Ascension Hive on a project basis.



# The Value Proposition to a Fellow

## Free, Luxurious Housing and Meals:

Eliminate their biggest monthly expense and live in a private, tropical setting.

## Mission-Driven Work:

Contribute to a project that builds a better future, not just another consumer app.

## Community & Network:

Live and work alongside the core founding team and other top-tier global talent.

## Path to Permanence:

A direct, proven pathway to a salaried position and a long-term future with the company.



# The Value to Ascension Hive

## Zero-Risk Talent Scouting:

We get to "try before we buy."

A 3-month fellowship is the world's longest, most effective job interview.

## Massive Leverage:

We exchange an asset that costs us the same whether it's empty or full (the villa) for high-quality work.

The marginal cost of hosting a Fellow is near zero.

## A Constant Flow of Ideas:

Fellows bring fresh perspectives, new skills, and external networks.

Preventing us from becoming an insular, single-minded team.



# The Pathway to Permanence: From Fellow to Executive

The Fellowship is not the end goal.

It is the filter.

It allows us to identify the top 1% of talent who not only have the skills but also share our vision and work ethic.

When a Fellow proves indispensable, and our revenue model supports it (projected by Month 7), we transition them to a salaried employee. This is where our strategic location becomes a permanent advantage.



# The Compensation Advantage

## Competitive Salary:

We offer a salary of 30,000 THB per month (approx. \$885 USD) .

## Context:

This is considered a strong, professional wage in Thailand.

It is significantly higher than the minimum salary requirements for foreign experts under Thai law, which starts at 45,000-50,000 THB for standard visas.

## True Cost:

Including the villa (a sunk cost) and food (a marginal increase),  
our total cost for a fully engaged,  
on-site, senior-level professional is ~\$900-1,000 per month.

This is not just affordable.

It is transformative leverage.

For the price of a single junior employee in the West, we secure a dedicated, senior expert living on our campus, working 24/7 on our mission.



# The Game-Changer: BOI Assurance

We have secured assurances through the Thailand Board of Investment (BOI) for expedited working visas for overseas employees.

This is not a minor bureaucratic convenience.

**It is a competitive moat.**



# Without BOI vs. With BOI

## Without BOI:

4-6 months visa processing.

Quota restrictions.

Proving "Thai cannot do job" required.

Annual renewal uncertainty.

Risk for employee.

## With BOI:

Weeks, not months.

Flexible hiring.

Streamlined approval.

Multi-year stability.

Certainty for talent.



# What This Means for Recruitment

We can now recruit directly from anywhere in the world.

Not just the nomad pool.

## Talent Source

Silicon Valley

London fintech

Berlin AI specialists

Singapore executives

## Without BOI

Nearly impossible

Too much hassle

Visa lottery

Why would they come?

## With BOI

Visa secured in weeks

Fast-tracked

BOI assurance

Because we make it easy



# The Fellowship → Permanent Pathway (Now Supercharged)

Phase	Without BOI	With BOI
Month 1-3	Fellow arrives on DTV	Fellow arrives on DTV
Month 3	We'd love to hire you...	We'd love to hire you...
Month 4-6	Visa paperwork limbo.  Talent gets nervous. May leave.	BOI visa processed.  Talent commits.
Month 7+	Risk of losing them	They're here. Permanently.



# The Recruiting Pitch (Now Unbeatable)

"We're building Ascension Hive from a private resort in Chaing Mai.

You'll live here, work here, and be part of something that matters.

And when you prove yourself, we don't just give you a job.

We give you a future in Thailand, secured through the Board of Investment.

Your visa is handled.

Your path is clear.

You just have to build."



# The Legal Bridge: Securing Top Talent for the Long Haul

Thailand's 2026 visa landscape provides multiple clear pathways to convert our best Fellows into long-term, legal employees.



# Initial Phase: Destination Thailand Visa (DTV)

Most nomads arrive on the Destination Thailand Visa (DTV) .

Valid for 5 years with 180-day entries.

This is perfect for the 3-6 month fellowship period.

It allows them to work legally for their overseas "clients"  
(or for us as a contractor) with no issues.



# Permanent Phase: LTR Visa (Work-from-Thailand Professional)

For high-earning senior talent (income >\$80k/year).

Offers a 10-year visa.

A digital work permit.

A flat 17% personal income tax rate.

This is the "golden ticket" for our most valuable leaders.



# Permanent Phase: Non-Immigrant B Visa

The standard business visa for roles that don't fit the high-income criteria of the LTR or SMART visas.

While it requires a full work permit.

We will have the corporate structure to support this.

Our legal counsel will manage this pathway.

Ensuring we can secure the best talent from anywhere in the world.

And root them permanently in our ecosystem.



# Permanent Phase: SMART Visa (Talent)

For tech and science experts earning over 100,000 THB/month.

This 4-year visa comes with a built-in work permit.

Allows spouses to work.

Ideal for our technical leadership.



# The Cost Math (Now Even Better)

Item	Without BOI	With BOI
Recruiting pool	Nomads only	Global talent
Senior hire cost	Still need visa workarounds	Clean, legal, fast
Talent retention	Risk of losing them to bureaucracy	They're locked in
Visa legal fees	High, uncertain	Streamlined, predictable



# The Bottom Line

The BOI assurance means we don't have to settle for the nomad pool.

We can recruit from the entire world.

And bring them here legally, quickly, and permanently.

The resort becomes not just a home for nomads.

But a landing pad for global talent.

And the BOI is the immigration fast-pass that makes it happen.



# The Quantitative Advantage: A Financial Summary

To illustrate the staggering efficiency of this model,  
consider our projected state at Month 7.



# Monthly Team Cost at Scale

Item	Monthly Cost (USD)	Notes
Campus Rent	\$6,000.00	Fixed cost for 22 units.
Salaries (15 Fellows)	\$0.00	Currently housing 5 founders.
Food (for Fellows)	\$1000.00	Paid in housing
Core Team Salaries (5 Founders)	\$10,000.00	(which we already have).
Total Team Cost (20 people)	\$17,000.00	(Food Costs marginal cost to us).
Projected Monthly Profit (800 pods)	~\$580,000	Founders' draw.
Team Cost as % of Profit	2.75%	Thats it.



# This Is Not an Expense

It is the most efficient talent acquisition and retention machine ever conceived.

For the cost of a single mid-level marketing manager in New York.

We can house, feed, and incentivize a 20-person, world-class, on-site team.

Dedicated 24/7 to our success.

By leveraging the Chiang Mai digital nomad ecosystem.

And our capital-efficient campus.

We are not just building a team.

We are building a tribe.

One that will scale with us for years to come.



# BOI Visa Fast-Track: One-Page Investor Summary

## The Asset:

Board of Investment (BOI)  
assurances secured.

## The Advantage:

Visa processing in weeks, not months.  
No quota restrictions.  
No "Thai cannot do job" burden.  
Multi-year stability for talent.

## The Result:

We recruit globally, not just from  
the nomad pool.  
Silicon Valley, London, Berlin,  
Singapore—all accessible.

## The Pathway:

DTV (Fellowship) → BOI Visa (Permanent)  
→ LTR/SMART (10-year leaders)

## The Cost:

~\$900-1,000 per month for a senior,  
on-site, dedicated professional.

## The Bottom Line:

The BOI is our immigration fast-pass.  
The resort is our landing pad.  
The Fellowship is our filter.  
This is not a hiring strategy.  
It is a global talent acquisition machine.

