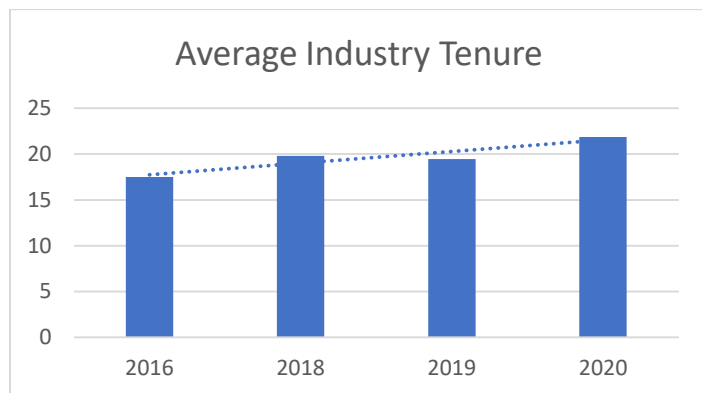




## Tenure Survey

At the request of membership, VMS Professionals has conducted a survey of tenure policies four out of the last five years. This document is meant to provide insight into member policies and trends.

## Tenure Summary



## Historical Data

### 2020

#### Tenure Limit (in months)

Industry	0	6	12	18	24	36
Banking				1		
Beverage						1
Chemicals			1			
Consumer Goods		1				
Finance				1		
Finance/Insurance	1					
Insurance		1	1		2	2
Technology					1	
Technology/Travel					1	
Telecommunications				1		1
Transportation						1
Utilities	1					
<b>Grand Total</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

#### Break In Service (in months)

Industry	0	2	3	6	12
Banking				1	
Beverage				1	
Chemicals	1				
Consumer Goods					1
Finance				1	
Finance/Insurance	1				
Insurance	1		2	3	
Technology				1	
Technology/Travel		1			
Telecommunications			1	1	
Transportation				1	
Utilities	1				
<b>Grand Total</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>9</b>	<b>1</b>

### 2020 Observations

- Only one company had tenure limits on contingents on a SOW.
- One company was moving to tenure limits for contingents on a SOW to be the same for any contingent.
- 61% made changes to their policy within the last three years.
- 38% plan to change their policy within the next 12 month.



## 2019

### Tenure Limit (in months)

Industry	0	12	18	24	36
Airline					1
Financial			3	1	
Food/Beverage		1			1
Healthcare	2			2	
Healthcare/Insurance				1	
Insurance		2		1	
Pharmaceutical				1	
Retail		1	1		
Technology			2		1
Waste	1				
Utility				1	
Food Service				1	
<b>Grand Total</b>	<b>3</b>	<b>4</b>	<b>6</b>	<b>8</b>	<b>3</b>

### Break In Service (in months)

Industry	0	1	1.5	2	3	6	7	12
Airline								1
Financial					2	2	1	
Food/Beverage					1	1		
Healthcare		1			1			
Healthcare/Insurance					1			
Insurance						3		
Pharmaceutical	1							
Retail	1	1						
Technology			1		2			
Utility					1			
Food Service								1
Travel				1				
<b>Grand Total</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>8</b>	<b>6</b>	<b>1</b>	<b>2</b>

## 2019 Observations

- 50% indicated they were going to review/change policy in the next 12 months.
- Two company's tenure limits for contingents on a SOW (the same as staff augmentation contingents).

## 2018

### Tenure Limit (in months)

Industry	0	10	12	18	24	36
Financial		1		3	1	
Food Service	1		1		1	
Healthcare	2				3	
Insurance			1		1	
Pharmaceutical					1	
Retail	1			1		
Telecommunications				1		
Trade	1					
Utility				1		1
Waste Management	1		1			
<b>Total</b>	<b>6</b>	<b>1</b>	<b>3</b>	<b>6</b>	<b>7</b>	<b>1</b>

### Break In Service (in months)

Industry	0	1	1.5	3	6	7	9	12
Financial				1	3	1		
Food Service	1						1	1
Healthcare	2	1		2				
Insurance					2			
Pharmaceutical		1						
Retail	1	1						
Telecommunications			1					
Trade	1							
Utility		1		1				
Waste Management	1	1						
<b>Grand Total</b>	<b>6</b>	<b>5</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>1</b>

## 2018 Observations

- 50% indicated they were going to review/change policy in the next 12 months.
- Four company's tenure limits for contingents on a SOW (the same as staff augmentation contingents).



## 2016

### Tenure Limit (in months)

Industry	0	10	12	18	24	36
Airline						1
Electronics					1	
Energy					1	
Equipment Manufacturer					1	
Financial		1		2		
Food Service						1
Gas & Oil					1	
Healthcare	1					
Industrial Supply	1					
Insurance			4	1		
Pharmaceutical			1	1	1	
Consulting/ Technology	1				1	
<b>Grand Total</b>	<b>3</b>	<b>1</b>	<b>5</b>	<b>4</b>	<b>6</b>	<b>2</b>

### Break In Service (in months)

Industry	0	1	2	3	6	12
Airline						1
Electronics				1		
Energy				1		
Equipment Manufacturer					1	
Financial				1	1	
Food Service				1		
Gas & Oil			1			
Healthcare	1					
Industrial Supply	1					
Insurance	1				3	
Pharmaceutical	1	1			1	
Consulting/ Technology	2					
<b>Grand Total</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>6</b>	<b>1</b>

### 2016 Observations

- Most companies had complex policies with a goal to simplify within 12 months.