



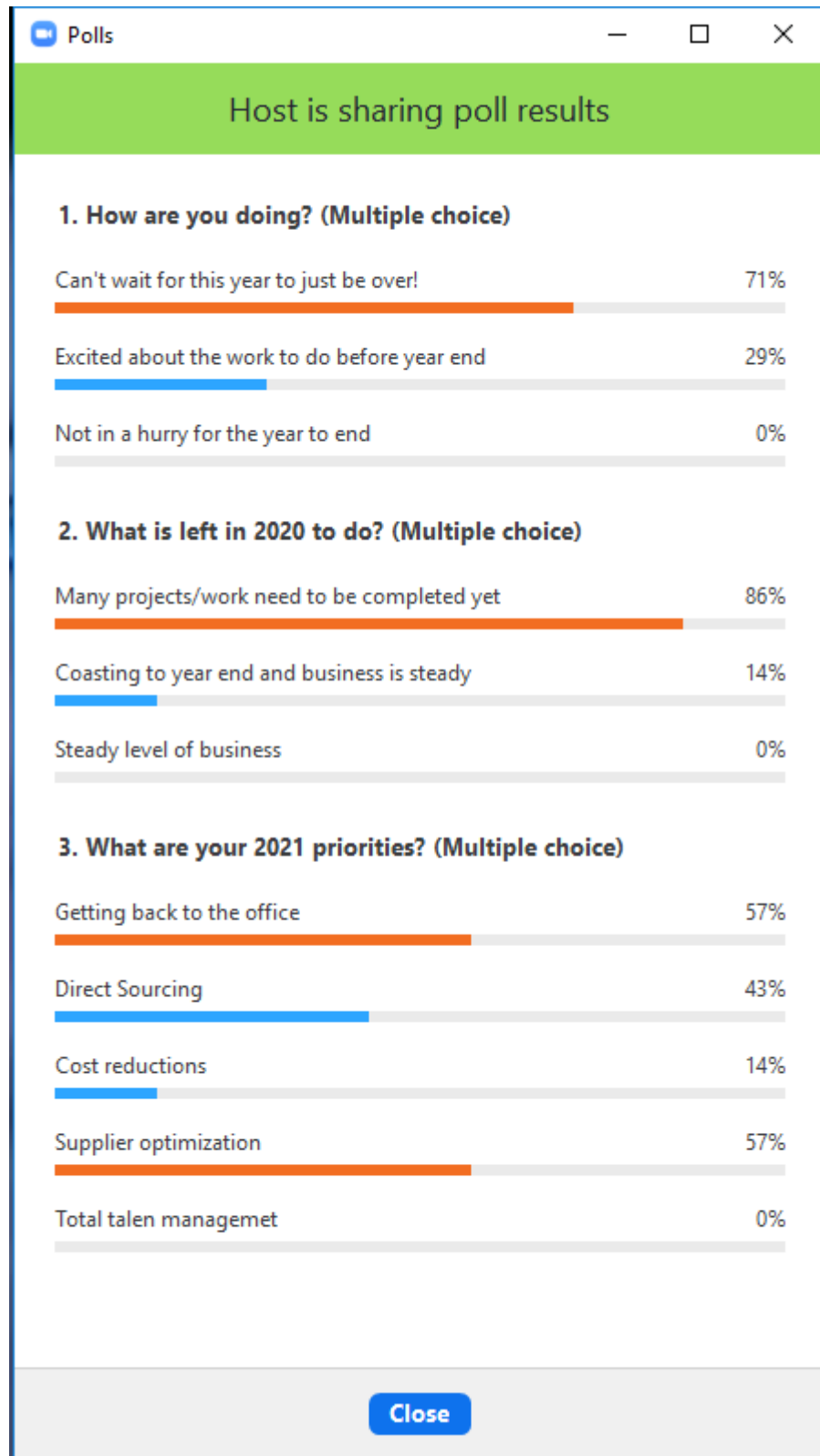
**VMS Professionals November Meeting**

**Agenda:**

- 2020 Year End Planning: ☺ How are you celebrating the end of this crazy year?
- 2021 Forecast: What do you have planned for workforce 2021? What does your program have planned? What program changes are planned?
- Return to Work Updates: When? How?
- Extended Remote Work Arrangements: Is this going to be the new standard? What is good about it and what isn't?

**Attendees:**

<b>Allstate</b>	<b>McDonald's Corporation</b>	<b>U.S. Cellular</b>
<b>AT&amp;T</b>	<b>Northwestern Mutual</b>	<b>Wintrust Financial</b>
<b>MAKE Corporation</b>	<b>Texas Capital Bank</b>	<b>Zurich North America</b>



## 1. What's on your plate the remainder of 2020?

- Changes to tenure policy
- Eliminating staff aug on SOW
- Financial approvals in Fieldglass
- Last minute pushes to get onboarding done in Nov so people can be productive through year-end
- Redoing supplier contracts
- Outsource service delivery piece of staff aug
- Insourcing MSP
- Implementing compliance pieces in VMS
- Working with TDX for market data and job catalog
- RFP for payroll providers, direct sourcing, and IC compliance vendors

## 2. 2021 Forecast:

### Company A

- Implementing Fieldglass to non-US
- Expanding direct sourcing
- Leveraging skillsets for contingents caught in riffs
- RTW: evaluating roles to see if they will be full-time remote, full-time in the office, or hybrid
- No returns until July 2021

### Company B

- No returns until July 2021
- Reducing office leases
- Targeting resources who were let go to bring them back
- Move toward bringing back retirees

### Company C

- No RTW plan defined. Having no issues with performance

### Company D

- Established that some offices will be permanently closing
- They will NOT be going to full-time remote workforce; there will be something in between

## 3. Diversity & Inclusion

- How to get diversity reporting through vendors/Beeline
  - Vendors can collect voluntary anonymous data after onboarding

**4. Future topics of interest:**

- Remote training
- Work-life balance while working remote; Managing wellness
- How to engage teams & keep workers connected
- Remote Onboarding: how do you handle equipment and remote set ups?