



VMS Professionals December 2020 Meeting

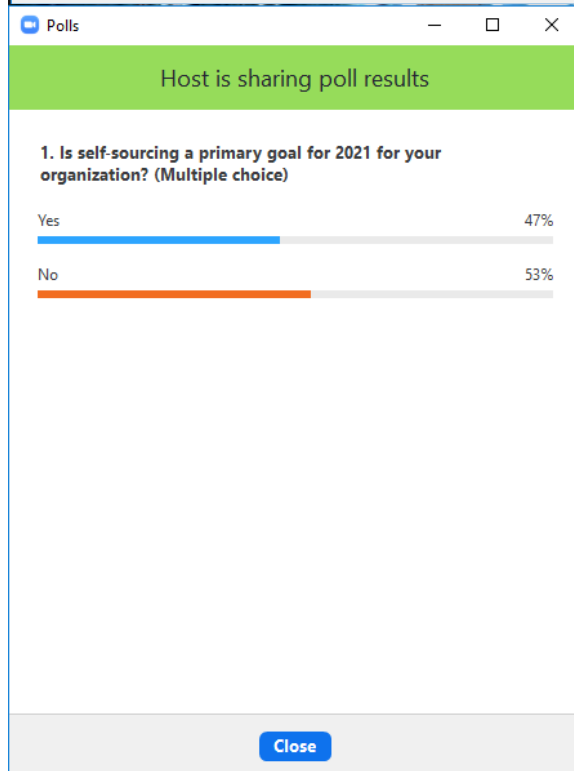
Agenda:

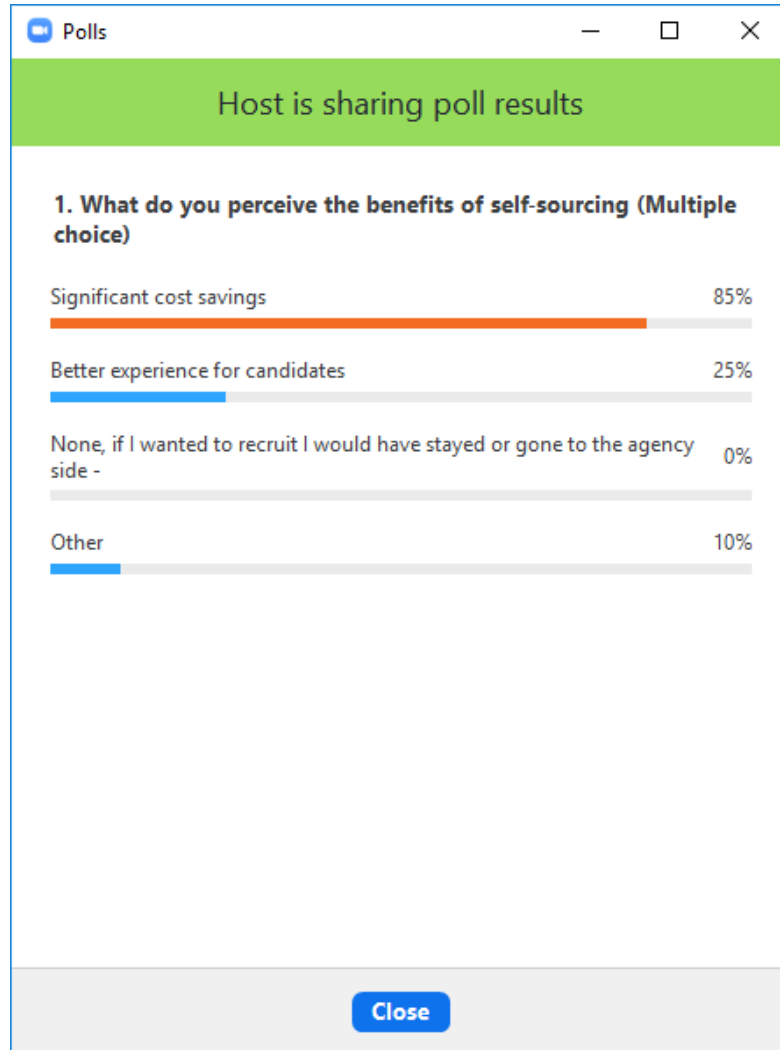
- Welcome & Introductions
- PRO Unlimited Presentation & Discussion on Direct Sourcing:
Why has it not been fully implemented industry-wide?
Why does it fail?
- Discussions on Direct Sourcing and other best practices topics as defined by attendees

Attendees Represented the Following Companies:

7-Eleven	Dearborn Group	MAKE Corporation	QBE North America
Accenture	Devon Energy	McDonald's Corporation	Standard Insurance
Allstate	Expedia	Neiman Marcus	Texas Capital Bank
Anthem	Farmers Insurance	Northwestern Mutual	TransAmerica
Cruise	JPMorgan Chase	Procter & Gamble	United Airlines

Poll Results:





Presentation: PRO Unlimited – Tapping into Direct Sourcing, Mark Kozlowski

Examining three common roadblocks to direct sourcing success and how your organization can overcome them and drive more value.

**For a copy of the full presentation, please email VMSPProfessionals@makecor.com*

- Key Benefits of Direct Sourcing
 1. Significant Cost Savings
 2. Increased Talent Quality
 3. Faster Time to Fill

- Why haven't more direct-sourcing programs been successful?
 1. Too many vendors
 - a. More vendors, less alignment
 - b. More vendors in the process, more costs
 2. MSPs lack experience and/or incentive
 - a. Many lack experience in direct sourcing
 - b. Many also have their own staffing company
 - c. Incentive to optimize fulfillment via lower-markup candidates?
 3. Organizational Lift and Alignment
 - a. Questions about compliance & co-employment risk
 - b. Length-of-stay policy/tenure limits
 - c. Underestimated program list/ too much too fast
 - d. Incremental progress
 - e. Fixed cost for internal team members

- How do you measure direct-sourcing success?

The ultimate metric: direct-sourcing utilization rate