

# FAQ

# PeopleScout MSP



## Answering Your FAQs on MSP

### What is an MSP?

A Managed Services Provider (MSP) solution is an impactful way for organizations to manage all or part of their contingent workforce.

PeopleScout MSP manages the end-to-end contingent talent lifecycle, from requisition to payment. Additionally, by partnering with leading vendor management systems (VMS), we deliver visibility to your entire contingent workforce.

#### Advantages of an MSP include:

- Consistent process across all locations
- Vetted contingent labor supplier network and monitoring controls
- Experienced technology partner
- Compliance with labor regulations, governance, physical/cyber security
- Visibility to program spend and cost savings
- Market and talent analytics

### Is an MSP Right for My Organization?

MSP programs often rely on contingent workforce spend minimums to make it a cost-effective and self-sufficient option. Yet, several variables may determine whether partnering with PeopleScout through an MSP solution is appropriate for your company. Consider the following:

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- Does your organization have several locations (in the U.S. or globally), numerous procurement methods or other decentralized processes?
- Does your company have procedures for vetting, standardizing, monitoring and controlling your supplier community?
- Does your internal contingent workforce program control costs and deliver on time?
- Does your company currently have a VMS tool that provides visibility through reports and dashboards?

# What is the Value of PeopleScout MSP?

With a PeopleScout MSP program, you can:

CONTROL COSTS	INCREASED COMPLIANCE	REDUCED RISK	IMPROVED SUPPLIER MANAGEMENT	STREAMLINED PROCESSES
<ul style="list-style-type: none"><li>• Reduced mark-up and bill rate inconsistencies</li><li>• Market analytics to stay competitive for top talent</li><li>• Increased program usage to prevent rogue spend</li><li>• Reduced internal admin costs</li></ul>	<ul style="list-style-type: none"><li>• Quarterly supplier audits</li><li>• Compliance with corporate policies for onboarding</li><li>• Supplier accountability to ensure workers are cleared to start</li><li>• Standard accounting practices for invoicing</li></ul>	<ul style="list-style-type: none"><li>• Consistent contract terms for suppliers</li><li>• Indemnification</li><li>• Employment eligibility attestation</li><li>• Reduced misclassification of workers</li><li>• Consistent safety policy adherence and reduced OSHA incidents</li></ul>	<ul style="list-style-type: none"><li>• Optimized supply base to support lines of business and locations</li><li>• Quantitative performance metrics and supplier scorecards</li><li>• Diversity spend goals with suppliers</li></ul>	<ul style="list-style-type: none"><li>• Visibility into your temporary workforce</li><li>• Governance</li><li>• Process efficiencies and streamlining</li><li>• Reporting and analytics</li></ul>

## How Does an MSP Work?

PeopleScout MSP works in tandem with your internal talent procurement or HR teams to support contingent workforce management. For all work arrangements, including contingent labor (in every job category), direct hire/direct sourcing, payrolled talent, 1099/IC and SOW, PeopleScout MSP is responsible for the day-to-day management of your contingent workforce strategy. Our Project Management Office (PMO) team monitors compliance adherence and looks for opportunities to create more value. We optimize your flexible work arrangements for full visibility and control including the requisition lifecycle, supply chain management, invoicing, payment, analytics and market insights and emerging trends.

## What Does an MSP Cost?

MSP costs are based upon a percentage fee of spend. PeopleScout MSP offers two pricing models:

### Supplier-funded

In a supplier-funded program, the suppliers pay a transaction fee to cover the cost of establishing, managing and operating the PeopleScout MSP program. There are no direct costs to the client, and it is 100% funded by the suppliers.

### Client-funded

In a client-funded program, the client pays a fixed or variable fee to PeopleScout. Client-funded models often cost less overall than supplier-funded programs, boosting ROI through increased supplier adoption and faster, high-quality talent delivery.