



**IQNSIDERS 2016**

# Risk Management in a Program

# Meet Our Team

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**Michael Parmett**

VP Global Account Mgmt.

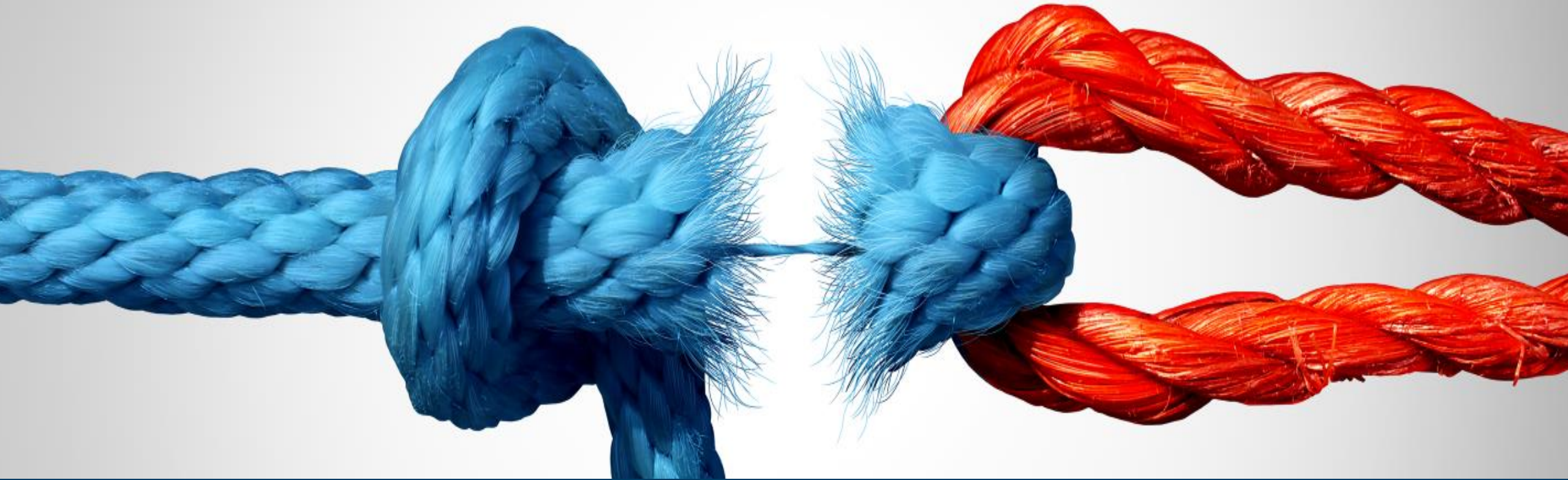
Mike leads the IQN Global Account Management organization and is responsible for the success of IQN customer programs.



**Elizabeth Lizotte-Brown**

VP, Market Strategies

20+ years of VMS, MSP and staffing industry experience. ELB leads our product demo team and also works with our global sales teams on pursuits and associated strategies.



# Major Areas of Risk in a Program

- Identification of all non-employee workers
- Co-employment
- On and Off boarding
- Regulatory compliance
- Supplier compliance
- Worker licenses and certification

# Identification of all Non-Employee Workers

Do you know who ALL of your non-employees are?

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## Barriers

- Sponsorship
- Politics
- Lack of Clarity & Ownership



## Thoughts for Moving Forward

- All contractor categories
- Statement of Work
- Headcount Tracking



## Ecosystem Partner (if applicable)

- Visier

# Co-Employment:

Ask Microsoft!!



## Barriers

- Lack of Visibility
- Lack of diligence/compliance
- Lack of consistency in policy across the corporation



## Thoughts for Moving Forward

- Clarity in contracts (IC's, MSP's, Staffing agencies, etc)
- Visibility/Reporting
- CWF Program Enforcement
- Supplier Score-carding



## Ecosystem Partner (if applicable)

- ?



# On and Off Boarding:

Hello Mr. Snowden, where are you?



## Barriers

- Costs
- Lack of Process/Control/Standardization
- Rogue activity
- Off-boarding – the forgotten step



## Thoughts for Moving Forward

- Streamline the process (automate) – this is why you have a VMS
- Raise the visibility (involve the Risk Mitigation & Compliance departments)



## Ecosystem Partner (if applicable)

- HireRight



# Licenses and Certificates:

Need Text Her



## Barriers

- Manual processes/Paperwork
- Lack of visibility of what is required
- Renewal process



## Thoughts for Moving Forward

- Automate via the VMS
- Be proactive via scheduling
- Tie together with overall Compliance & Audit programs



## Ecosystem Partner (if applicable)

- ????



# Regulatory Compliance:

The IRS is NOT your friend!



## Barriers

- Fluctuating workforce and rapid contingent workforce growth
- IC's vs SOW vs Interim execs vs
- Lack of complete visibility



## Thoughts for Moving Forward

- Drive CWF Program participation via Compliance & Risk Avoidance (get the CRO, CHRO, CFO and Legal involved as exec sponsors)
- Prioritize based on biggest value and immediate impact



## Ecosystem Partner (if applicable)

- Visier





# Supplier Insurance:

I'm covered for that, right?



## Barriers

- Too many suppliers
- Lack of visibility
- Manual process



## Thoughts for Moving Forward

- Supplier Score-carding
- Visibility and Reporting
- Automate the process/records

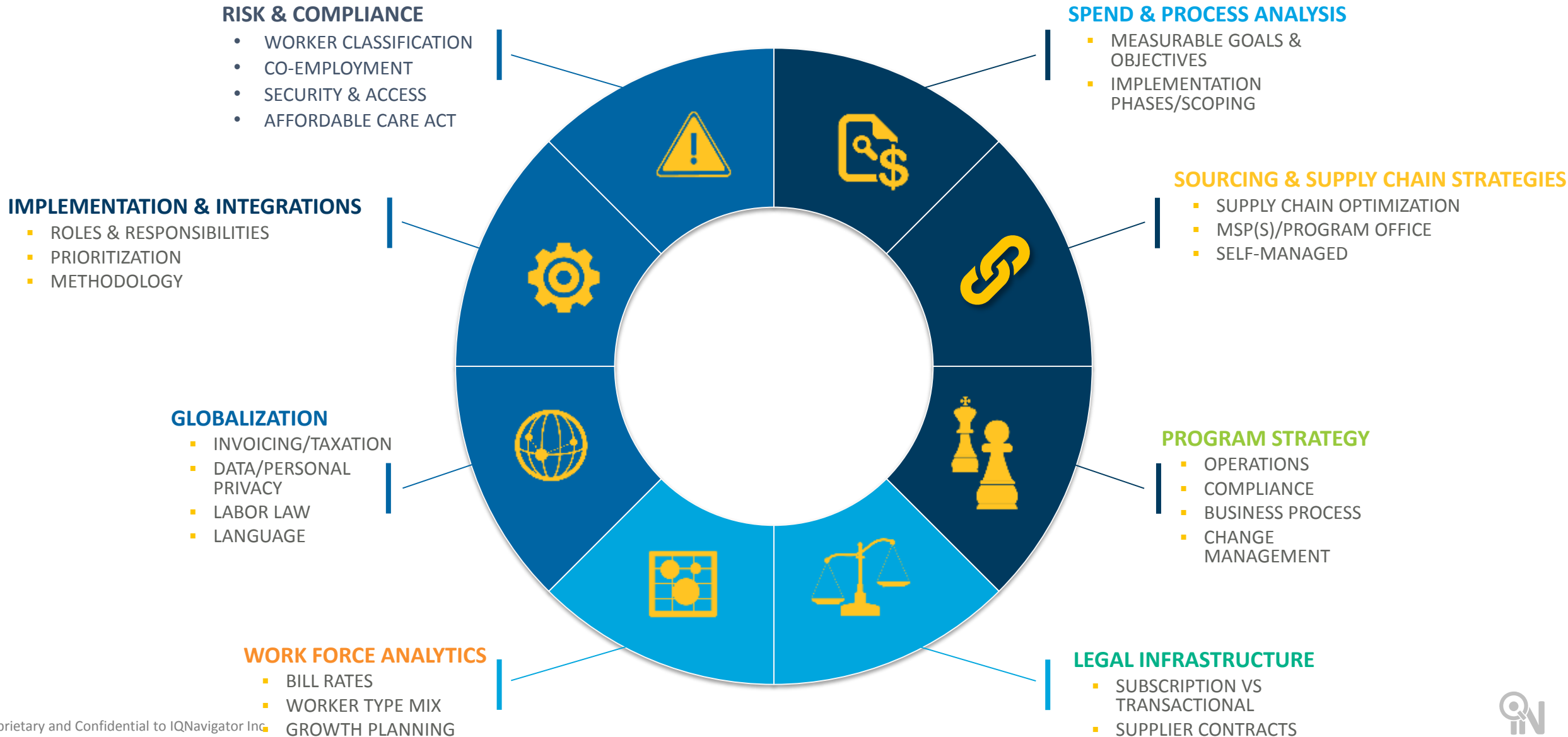


## Ecosystem Partner (if applicable)

- ???



# Product and Technology



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**Thank You**



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