

Case Study

Payrolling Solutions

Large & Complex Transition for Cost Savings and Growth



Fast Facts

Client	International Financial Services Conglomerate	
Number of Contract Workers	Total Spend Managed	Locations
Over 600	Over \$60M	26 states
HGComply Interface Point(s)	Contract	
VMS tool	Direct with Client	



Proposed Solution

- Payrolling
- Independent Contractor Compliance
- International Intern Placement
- Supplier Consolidation Management



Accomplishments and Results

First Quarter Implementation/Go-Live:

- 187 contract workers (Payrolling, Retirees, interns, etc.) transitioned

Second Quarter post Go-Live:

- Grew Payrolling contractor headcount to > 300 workers with a related spend of \$10M
- Added Independent Contractor Compliance Service vetting and on-boarding over 100 Independent Contractor
- Added Supplier Consolidation Management Service consolidating over 100 niche and non-preferred suppliers
- Added International Intern Placement Program
- On-boarded 1,469 contract workers



Challenges

- Lack of consistency with on-boarding, assignment management and off-boarding
- Risk exposure due to internal payrolling of contract W2 workers
- Risk exposure due to lack of proper vetting and classifying Independent Contractors



Additional Program Metrics

Serviced 5,000+ HR/Contractor related calls

Successfully executed Disaster Recovery Procedure

Exceeded management business objective cost savings goal

Achieved greater than 50 percent non-IT Diversity spend