



Master Vendor Model

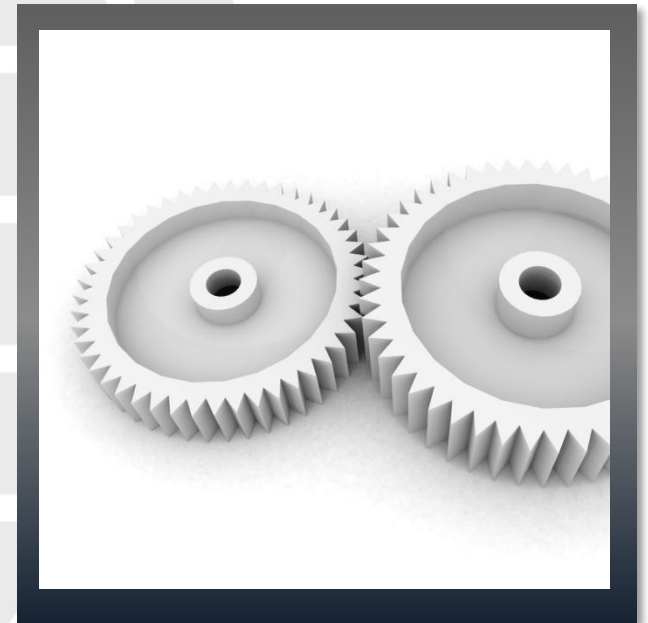
Agenda

Current staffing models

Our Proposed Model

Case Study

Our Delivery Promise



Staffing Solutions Available

1

Managers Sourcing directly with Suppliers

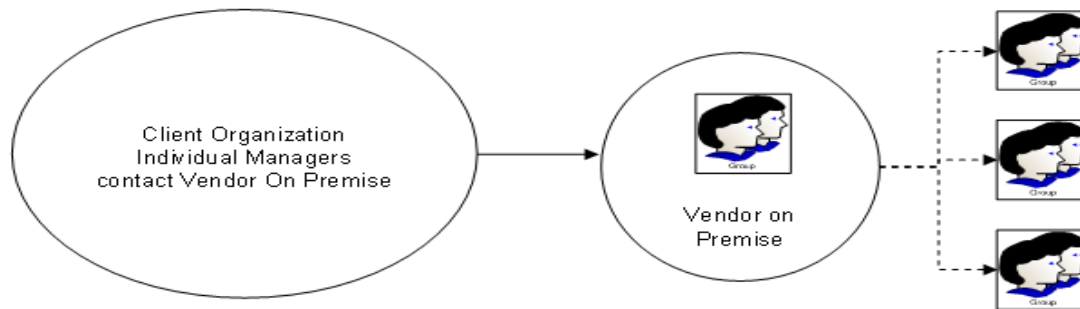
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VOP - Vendor on Premise or Master Vendor model - Companies contracted with one supplier to fill their staffing needs. The Supplier could then requisition out that they could not fulfill.

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Vendor Neutral Vendor Management model (MSP – Managed Service Provider) - Companies contract with a Services / Software firm, not a Staffing Supplier and hence maintain the neutrality

Master Vendor Model



- All requirements are routed to us.
- We could then float the requirements through our channels including other vendors
- We work either on-site at client locations or off-site.

Master Vendor Model

Client Advantages - Master Vendor Model

- **A single, accountable supplier** - one point of contact for all requirements, queries and information
 - **Reduced manager workload** - as the Master Vendor takes on many day-to-day activities formerly accomplished by client.
 - **Increased candidate quality** - through streamlined requirement distribution and supplier tiering
 - **Significant cost savings**
 - Enhanced performance monitoring capabilities
 - **Greater support** in the management of temporary workers
 - **One invoice, One statement, One credit control function**
 - **Standardization** of pay-rates for temporary workers
 - **Access** to Braven's extensive database of employees
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Case Study (Our Forte)

About the Client –

- Our Client is a respected and global company specializing in software product and technology innovation since the last two decades.
- They Operate in 19 countries across the world.
- They have alliance partnership with SAP, Oracle, IBM among others
- They employ close to 15000 employees worldwide

Case Study (Our Forte)

Scope of the vendor program –

- Master Vendor Model for this client in North America was implemented in September 2008 to include all Staffing requirements with the exception of Open Market and PO contractors.
 - We went live with the Master Vendor Model for this client to include additional countries under a phase 1 development in December 2009 to include all Staffing requirements. Phase I countries included UK, Ireland, Germany, Australia and India
 - Currently we are working on the second phase of implementation to involve other countries in APAC and EMEA.
 - Job Categories – IT, Clerical, Professional manpower
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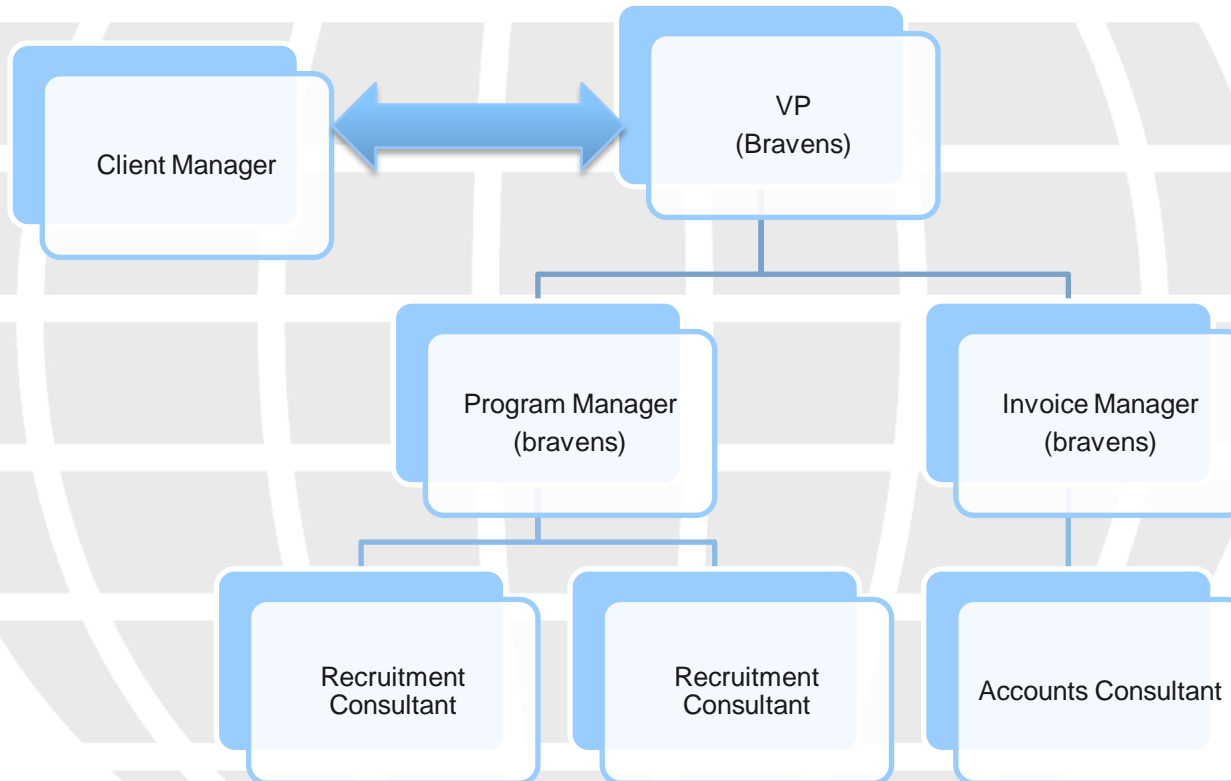
Case Study (Our Forte)

Program Overview –

- Manage entire Contractor Staffing lifecycle and invoicing in an efficient and competitive environment.
 - Manage Full Time hiring along with client recruiters.
 - Serve as single point-of-contact for supplier community to streamline communications.
 - Manage supplier population of the client in regards to Reporting, joining formalities, invoicing, compliance etc
 - Support client needs in the best possible manner.
 - Provide best practices consulting, including rate negotiations, supplier management/rationalization, cost savings and process improvement.
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Case Study (Our Forte)

Hierarchy – program management



Case Study (Our Forte)

Sourcing Process –

- Detailed understanding of resource requirement
 - Profile matches from Availability list
 - Prescreening by an experienced panel
 - Reference Checks
 - Submission of Resume to Client
 - Co-ordinate interviews
 - Conduct client compliance tests
 - On-boarding formalities
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Case Study (Our Forte)

Some Performance Metrics -

- Time to respond
 - Number of CV's submitted
 - Number of selects
 - Candidate Fall-out ratio
 - Hiring Manager Satisfaction Ratio
 - Candidate satisfaction ratio
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Case Study (Our Forte)

Some data -

Quarterly Requirements Handled -

- India Positions filled – 194
- EMEA Positions filled – 212
- APAC Positions filled - 117

Invoiced amounts on average per month -

- India Invoicing - 5,55555 USD per month
- APAC Invoicing – 1404000 USD per month
- EMEA Invoicing - 5342400 USD per month

Requirements fill time -

- Average fill time for India is approximately 21 days
- Average Fill time for EMEA is about a month
- Average Fill Time for APAC is about 25 days

Case Study (Our Forte)

Milestones -

- Successfully expanded the program to 12 other countries in EMEA and APAC since launch
- Client satisfaction has led to our program management contract extended for another 2 years
- Achieved cost savings of 1.2 million USD for our client last year in contractor hiring through aggressive rate negotiations and supplier consolidation activities.
- Supplier satisfaction data – 83% satisfaction rate
- Started processing bonuses and expenditures for contractors

Case Study (Our Forte)

Pricing Strategy -

Contractor workforce –

- 2.85 % on supplier invoice per month

FTE –

- One time fee of 12 to 15% on the yearly package of the FTE (This is the total fee for Bravens and the external vendor if any)

Our Delivery Promise -

- We have successfully managed a few MV Model programs and hence can assure you the best solution.
 - We have strategic tie ups with some renowned VMS providers .
 - We listen to your needs, evaluate those needs, and present you with the best solution.
 - Excellent client engagement managers , recruitment consultants and program managers at your service.
 - Ability to manage contractor workforce and permanent hiring separately.
 - An existing set of well performing vendors who can be useful for the program expansion.
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Thank You