

## LOOKING FOR A SIMPLER WAY TO MANAGE TALENT?

Managing a contingent labor program is complex. From payrolling candidates, to managing independent contractors, and working with multiple staffing suppliers, there are many ways we can help you streamline processes and mitigate risk. Through our partnership with OMNIA Partners, we save you time and money, while increasing visibility, so you can focus on growing your business.

You're managing a contingent labor program.

If you're like most contingent labor programs, you're hiring. You're finding candidates through referrals, career websites, social media or staffing agencies, but the next steps are less clear. That's where we can help.

## Payroll Services / Employer of Record Program

This is our comprehensive system to manage and support the contingent workers you sourced through referrals or other methods. From on-boarding, to employment, to off-boarding, we holistically maintain your program.

This includes:

- » Pre-employment screening - background, drug and credit (you can work with your existing vendor)
- » Administration of: on-boarding paperwork, ACA compliant health benefits, Federal, state and local tax
- » Payroll processing - time and expense, pay and reporting
- » Distribution of W2s
- » Ongoing engagement throughout each worker's assignment
- » Off-boarding & redeployment

Quick facts:

More than 21,000 workers payrolled

Our customers have earned more than \$1.2 Billion in diversity spend through our payroll program

## Independent Contractor Engagement / Agent of Record Program

We'll ensure your ICs have the proper classification and documentation, so you maintain rock-solid compliance. You can utilize IC talent to grow your business with peace of mind.

Here's a quick overview into our IC process:

- » Screening & document collection
- » Provide our initial score
- » Reviews clarification points with manager
- » Final document collection and recommendation
- » Create and confirm details of SOW: project milestones, deliverables and timelines
- » Create and maintain tax defense file
- » Documentation maintenance and updates
- » If not qualified, transition to payroll to be on-boarded as a W2 contract employee
- » We indemnify when acting as the agent of record, so you're safe from potential financial risks

## Quick Fact:

We vet and screen more than 1500 Independent Contractors each year.

## Managed Service Provider

Effectively working with multiple staffing suppliers is a major challenge. Between the different billing terms, pay rates and candidate tracking systems, it can be a mess. Control contingent labor costs by streamlining the way you hire and manage your workforce with better, consolidated processes and crystal-clear visibility into your program.

We go above and beyond the typical MSP solutions you may have seen. Here are a few ways we can help:

- » Deep research: we spend the time to understand you, your needs, goals and processes
- » Technology: like shoes, finding the right fit is make-or-break. We take the time to make sure you're picking the right one
- » Leveraging suppliers: we assess your community of suppliers and find ways to develop a more successful partnership. With 15 years of industry experience, we've partnered with nearly all of them!
- » Cost control: we make sure you're not over-paying for labor, while conducting regular audits to ensure every dollar spent helps you achieve goals
- » Weekly touch points: it's amazing how many problems strong communication can solve (and avoid)
- » Innovation for the future: we won't give you the keys and walk away. We will continue to do the research for continuous process improvement, so you can evolve and grow

## Quick Fact:

We've helped our customers earn more than \$3 Billion in Tier 1 Diversity Spend.

## About Populus Group

Managing a Contingent work force shouldn't be so hard.

We help companies better manage their non-permanent workforce with people-first solutions, so they can focus on transforming their business.

When you partner with Populus Group you get amazing, personalized customer service while working with a Certified Minority Owned Business Enterprise (MBE), Veteran Owned Business (VOB), earning Diversity Spend for your organization.

## About OMNIA Partners

OMNIA Partners is a group purchasing organization that brings together industry-leading buying power and world-class vendors to offer an extensive portfolio of sourcing solutions and partnerships. Through our economies of scale, our members and suppliers execute more contracts, in more verticals, with transparent, value-driven pricing.

We are dedicated to helping our members and suppliers soar past every growth goal and marker of success. Together we are going well beyond what procurement previously knew to be possible

[www.omniapartners.com](http://www.omniapartners.com)

## Interested in getting started?

Contact our contingent workforce guru Josh Schreck (the dude knows his stuff):

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Or visit us at: <http://learn.populusgroup.com/get-started-with-populus-group>