



PROFESSIONAL ADVICE SAVES
TIME AND MONEY



Financial Services

6,300 Employees

25 Countries

Life Insurance and Annuity

Retirement Solutions

Long Term Care Insurance

Mortgage Insurance

Founded 1871

BACKGROUND

Since writing their first policy in 1871, the company has been committed to helping people effectively protect and achieve the comfort of financial security.

As a publicly traded, global, financial-security organization with more than \$100 billion in assets and a presence in more than 25 countries, the company is recognized in Standard & Poor's 500 Index of Leading US Companies and ranked in the Fortune 500.

WORKFORCE CHALLENGES

The company was concerned about the effectiveness of their hiring processes including everything from compliance issues through candidate screening. They wanted an efficient way to recruit, hire and manage their contingent workforce that would allow them to quickly place qualified candidates. A remote customer service center added another layer of complexity to the project since it required the AgileOne team to adequately staff the facility despite its location.

All of these challenges needed to be addressed while finding ways to reduce overall spend. In short, leadership wanted a comprehensive labor management solution that would streamline the entire employment lifecycle while saving them time and money.

SOLUTION

By implementing AccelerationVMS, AgileOne was able to automate the entire hiring process to achieve significant efficiencies and reduce administrative overhead. The addition of AllSourceMSP gave the program the support it needed to realize additional process optimization and establish supplier management protocols. By combining AccelerationVMS and AllSourceMSP, the company was able to streamline the recruiting, screening, hiring and on-boarding of qualified contingent candidates including remote locations where staffing was more challenging.

CASE STUDY

AllSourcePPS, AgileOne's professional payrolling solution, was added after implementation to mitigate the risks and costs related to hiring known talent. To ensure consistent and integrated screening processes were utilized for all employees, the company retained A-Check America, an AgileOne affiliate. These solutions support over 10 locations around the country and are managed by an on-site client services administrator. In times of increased need the on-site administrator is able to quickly access additional support from the AgileOne Shared Services team.

RESULTS

Since the implementation of AgileOne's solutions, the company has successfully standardized markups and reduced costs company-wide. AgileOne has enabled the company to automate and streamline onboarding and off-boarding for over 165 contingent workers including IT, administrative/clerical, accounting/finance and professional resources. This has significantly reduced administrative overhead and improved satisfaction for company staff and contingent workers.

As new business units are acquired, AgileOne works with internal HR teams to integrate the VMS/MSP program into the new organization and train users. This allows the company to quickly expand the footprint of the program and maintain candidate quality in the midst of expansion.

In order to ensure compliance with the company's length of service policies, AgileOne used functionality within AccelerationVMS to prevent hiring managers from bypassing the rules and exposing the company to potential co-employment risks. Consistent and integrated screening processes reduced the costs associated with candidate screening. The AgileOne team established a process to keep contractor screenings up-to-date to prevent delays when workers are needed immediately.

In 2012, the company expanded the scope of the AgileOne managed services program to include its IT jobs. AgileOne achieved additional savings by controlling the contract-to-hire conversion costs that are typically incurred with IT workers.

In 2013, AgileOne saved the company over \$250,000 by lowering payroll markups and providing tenure discounts. As a result of this success, the company has two additional AgileOne solutions, AccelerationSOW for the management of statements of work, and AccelerationICC for independent contractor compliance.

About AgileOne

AgileOne's consultative approach solves workforce challenges by combining innovative talent procurement technologies and programs, with experienced industry professionals to deliver a suite of total workforce solutions. We maximize the value of our customers' workforce, decreasing liability and overhead associated with human capital management.

