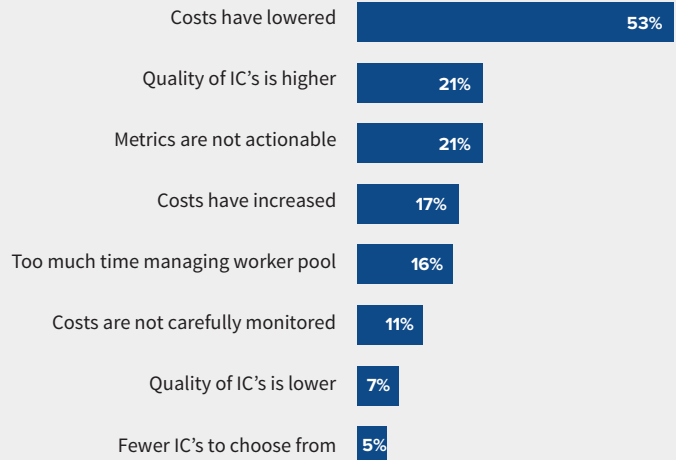


Because of the increasing demands of Direct Sourcing, *HRO Today* and VeriKlick partnered together to gain insight into the challenges faced with Direct Sourcing's impact on contingent labor. The survey was a special subsection of the 2020 *HRO Today* MSP Baker's Dozen MSP Provider Ranking questionnaire. In total, there were 200 study participants. Study findings are provided below, along with a key feature comparison of competing products in this space.

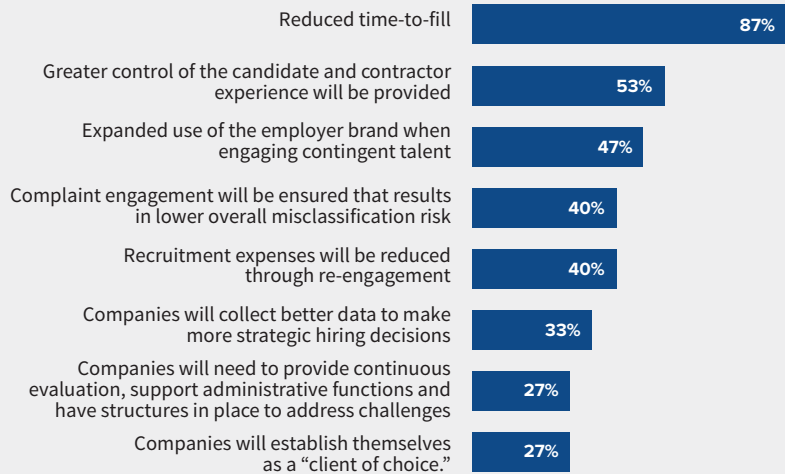
How Direct Sourcing Has Affected the Procurement of Contingent Labor

- Direct sourcing has led to lowered costs for 53% of respondents.



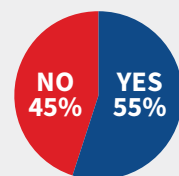
How Direct Sourcing Will Affect the Procurement of Contingent Labor in the next 24 months

- Eighty-seven percent believe that direct sourcing will reduce time-to-fill in the next 24 months.
- Fifty-three percent feel they will have greater control of the candidate and contractor experience.



Use Pre-Verification Systems for Contingent Labor Prior Submitting to Hiring Manager

- Fifty-five percent of study participants use pre-verification systems for contingent labor prior to submitting to the hiring manager.



DIRECT SOURCING PLATFORM

VeriSource is an AI Powered Platform that can be Integrated with your ATS or VMS Technology where its Robust Capabilities can Support your Program. VeriSource provides Pipeline Management, AI Powered Searches, Job Postings, Group Creation, Timesheet and Reporting Management, and its Modules are Fully Customizable Including Branding with On Demand Support.

Offerings Within Product	VeriSource	Willhire	Scout Exchange	Utmost
Geographical Talent Locator				
Geographical Talent Locator		✓	✗	✓
Determines the Candidate Location		✗	✗	✗
Automated Personalized Outreach/Intelligent Search Engine				
SMS		✓	✗	✗
Email		✓	✗	✗
Phone		✗	✗	✗
Automated Group Dialer and Campaigns		✓	✗	✗
Communication Validation				
Qualify and Report Job Seekers Communication Skills		✓	✗	✗
Secure Verification				
ID Scan & Verification		✓	✗	✗
License Verification		✓	✗	✗
Voice Mapping		✗	✗	✗
Video		✗	✗	✗
Audio		✗	✗	✗
Submitting Job Seekers				
Verified Resume		✓	✗	✗
Resume Filtering		✓	✓	✓
Voice Sampling		✗	✗	✗
Job Seeker Image		✓	✗	✗
Experience Verification		✓	✗	✗
Reference Check		✓	✗	✗
Job Seekers Interview Scheduling				
Self-Scheduling Capability		✓	✗	✗
Job Seeker Voice and Video Interviews				
Voice Mapping		✗	✗	✗
Biometric Signals		✗	✗	✗
Live Chat		✓	✗	✗
Live Candidate Verification		✗	✗	✗
Live Collaboration		✓	✗	✗
Technical Screen		✓	✗	✗
Personality Assessment		✓	✗	✗
Candidate Scorecards		✓	✗	✗