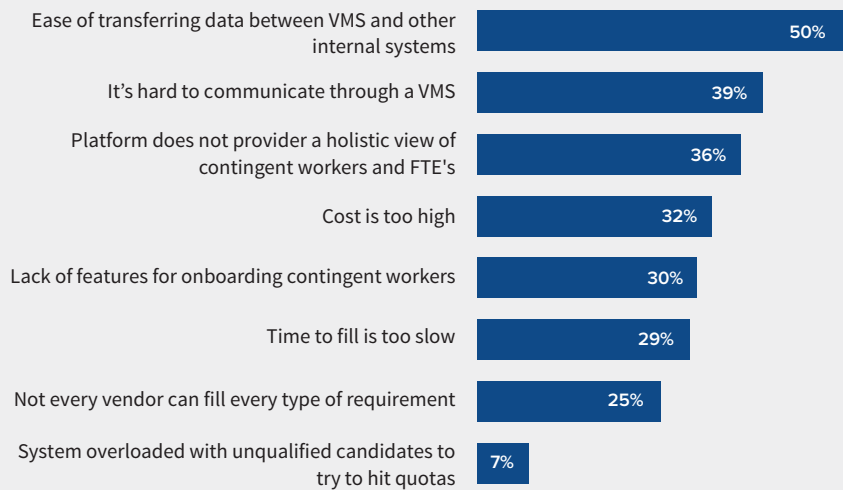


**Because of the increasing demands of VMS Systems**, *HRO Today* and VeriKlick partnered together to gain insight into the challenges faced with VMS Systems impact on contingent labor. The survey was a special subsection of the 2020 *HRO Today* MSP Baker's Dozen MSP Provider Ranking questionnaire. In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

- The ease of transferring data between VMS and other internal systems was cited by one-half (50%) of study participants, the most of any area examined.
- The ability to communicate through a VMS was indicated as a challenge by 39% of respondents.

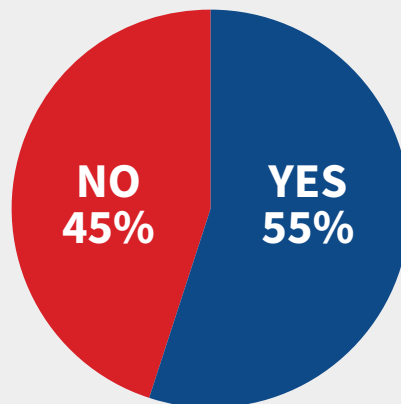
## Challenges Faced with VMS Systems

Base:  
Product Licensed Directly



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

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



# VMS SYSTEMS PLATFORMS

Offerings Within Product	SourceKlick	VNDLY	Simplify VMS	WAND
<b>Secure Verification</b>				
ID Scan & Verification		✘*	✓	✓
License Verification		✘*	✓	✓
Voice Mapping		✘	✓	✘
Video		✘	✓	✘
Audio		✘	✓	✘
Experience Verification		✘*	✓	✓
Reference Check		✘*	✓	✓
<b>Job Seeker Voice and Video Interviews</b>				
Voice Mapping		✘	✓	✘
Biometric Signals		✘	✘	✘
Live Chat		✓	✓	✘
Live Candidate Verification		✘*	✓	✘*
Live Collaboration		✘*	✓	✘*
Technical Screen		✘*	✓	✘*
Personality Assessment		✓	✓	✓
Candidate Scorecard		✓	✓	✓
<b>Fully Customizable Modules</b>				
Modules		✓	✓	✓
Brand with Logo		✓	✓	✓
Add or Remove Modules on Demand		✓	✓	✓

\*The company doesn't directly offer the product, but it can be integrated.