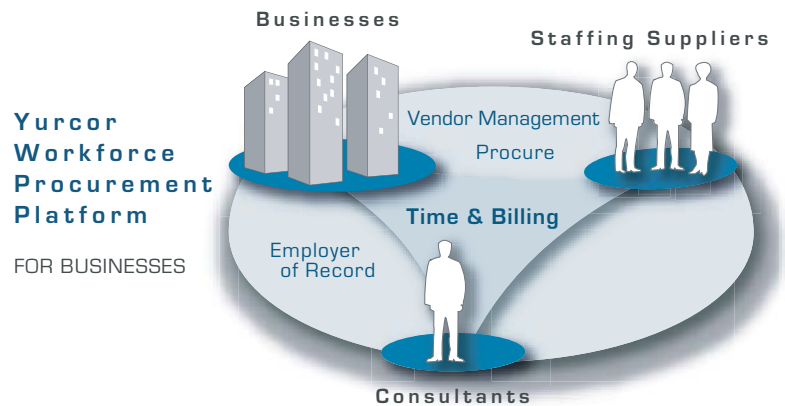




Semiconductor Manufacturer Case Study

Top-tier semiconductor manufacturer uses
Yurcor Workforce Procurement Platform
to lower costs, reduce liability, and improve service



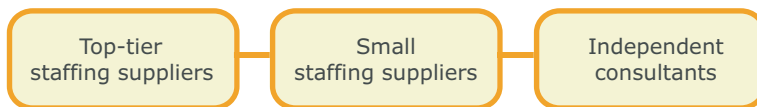
Top-tier chip manufacturer uses the Yurcor Workforce Procurement Platform to lower costs, reduce liability, and improve service

The Client

The Client is a Fortune 100 global chip manufacturer who is best known for its computer processors. The Client also develops and manufactures a broad range of technology products.

The Challenge

As a technology company, the Client hires specialized consultants from a variety of sources. Its prime vendors include over a dozen top-tier national staffing suppliers. The Client also hires consultants from a number of small and mid-sized staffing suppliers, as well as independent consultants who the Client sources on its own.



The Client's sourcing model increased costs, created compliance risks, and hurt consultant satisfaction

The Client found it costly and difficult to work with many small suppliers. Rate negotiations were difficult and inconsistent because the process was not centralized. There was a high variance in consultant rates. The time and cost required to constantly open purchase orders was prohibitive. Paperwork mistakes and delays often prevented needed consultants from starting their assignments. Supplier agreements and non-disclosure documents were often not executed. Evidence of business insurance was often not verified and tracked.

It required a great effort to enforce company policies through so many suppliers. The Client was also concerned that their high visibility increased their risk of non-compliance with tax and labor laws.

Getting time and expenses approved by supervisors was a complex paper-based process. Consultants wasted hours getting their time and expenses approved. This became especially difficult when supervisors were traveling.

The Client's accounts payable department was burdened by having to reconcile and process regular weekly invoices from so many companies. Constant phone calls from suppliers and consultants checking the status of payments increased the burden.

The Client tried to solve these challenges by using several of its top-tier staffing suppliers as "master vendors," but found that quality of service varied. Some of the consultants and small staffing suppliers the Client wanted to work with refused to work through other staffing suppliers. This made it difficult for the Client to get the top talent it needed.

Ultimately, this proved to be a costly solution because "payrolling" consultants is not the primary function of a staffing supplier. Yurcor's ability to offer higher levels of service at lower margins encouraged the Client to try Yurcor.



Solution Overview

Client Profile

Fortune 100 global chip manufacturer best known for its computer processors.

Challenge

Reduce costs, lower compliance risk, increase compliance with company policies, and increase consultant and supplier satisfaction.

Solution

Yurcor's Workforce Procurement Platform enables the Client to procure, engage, and pay consultants who are sourced through staffing suppliers or directly.

Benefits

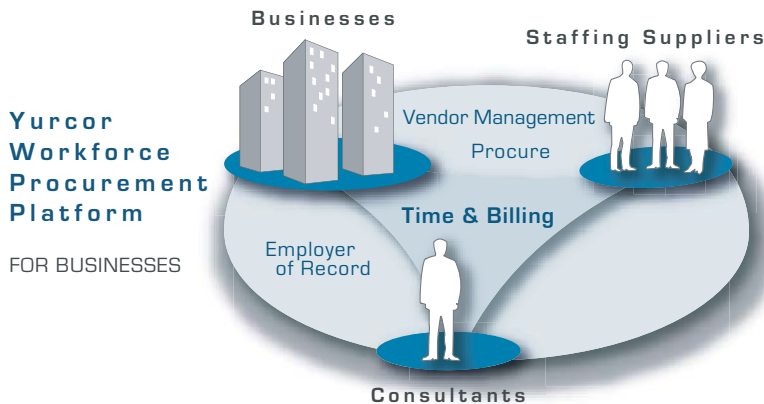
- Reduced direct and indirect costs
- Increased compliance with company policies, and lowered the risk of non-compliance with tax and labor laws
- Increased consultant and supplier satisfaction



The Solution

The Client started using the Yurcor Workforce Procurement Platform to streamline its consultant hiring processes, simplify time and expense approval, reduce the administrative burden of processing hundreds of weekly invoices, and lower its compliance risk. Yurcor is the master vendor for the hundreds of small staffing suppliers and independent consultants who provide contract services to the Client. Yurcor's vendor-neutral role eliminates consultants' reluctance to work through staffing suppliers.

The Client's recruiting team uses **Yurcor Procure** to submit consultant requisitions to staffing suppliers and collect resumes in response. This has streamlined the requisition process so recruiters can work faster. This also standardizes communication between buyer and supplier so suppliers can respond faster and do a better job at filling requisitions.



The Client now has an integrated web-based system

Under **Yurcor Vendor Management**, Yurcor negotiates rates based on the client budget and market rates, verifies that the supplier meets contractual requirements, coordinates hiring paperwork (including drug testing and criminal background checks), and provides first day instructions to the consultant. Staffing suppliers are paid in gross dollars and issued a Form 1099 at year end. Under **Yurcor Employer of Record**, independent consultants not represented by a staffing supplier are paid through Yurcor's regular payroll and receive a Form W-2 at year end.

The Client's consultants use **Yurcor Time & Billing** to enter time and expenses. This enables supervisors to approve time and expenses online from any location. Yurcor follows up with supervisors as needed to ensure that time and expenses are approved promptly. This is a great improvement over the manual paper-based systems that were used before. It saves time, reduces mistakes, and keeps consultants focused on their work instead of trying to track down their supervisors to approve timesheets.

Yurcor reconciles time and expenses, and consolidates invoices so the Client gets one invoice designed to their specifications instead of invoices from hundreds of suppliers.

The self-service reporting built into the Platform enables consultants to answer their own questions about time and expense approvals and other issues. Reports also give the Client's managers a clear picture of consultant hiring and cost savings so they can guide the business more effectively.

The Yurcor Workforce Procurement Platform is hosted web software so there is no need to buy computers or install software. All Yurcor solutions are supported by a dedicated customer service team to ensure that client's business processes run smoothly.

“ Yurcor's ability to form effective working relationships with suppliers has given them a lot of credibility with me. Strengths would be negotiation of rates, follow up and overall solid communication skills. I always know current status.

Manager ”

The Result

The Client is gaining many benefits from working with Yurcor.

The Client Saves Money

By working with Yurcor, the Client is saving well over a million dollars a year in direct costs. The Client pays 2-10% less for Vendor Management and Employer of Record services. Yurcor's rates are lower because this is Yurcor's core business and Yurcor operates more efficiently than staffing suppliers who do this as a sideline.

Yurcor negotiates lower rates for the Client based on market rates and the Client's budget. In many cases, this has enabled the Client to get specialized talent they would have had to forgo at higher rates.

The Client Has Less Administrative Overhead

The Client is experiencing savings on indirect costs as well. Requisitions and responses are standardized and consolidated in one place.

The Client no longer has to open purchase orders with each vendor. Starting paperwork is done correctly and on time. The Client has eliminated unnecessary delays in getting consultants started.

Getting timesheets approved is no longer a constant challenge because Yurcor's Workforce Procurement Platform automates the process. Consultants no longer waste time getting their supervisors to approve timesheets. Yurcor takes care of it.

The Client only has to reconcile and pay one invoice instead of hundreds. Invoicing is done correctly and on time. The Client no longer has to answer hundreds of calls inquiring about payment. The Platform enables consultants to check approval and payment status online twenty-four hours a day.

The Client Has Reduced Its Compliance Risk

Yurcor's employment practices are designed to maintain compliance with state and federal tax and labor regulations. The Client has eliminated its exposure to consultants who carry insufficient business insurance. Yurcor ensures that suppliers and consultants meet all of the Client's requirements. If a supplier or consultant does not meet those requirements, consultants can be engaged through Yurcor Employer of Record.

The Client has reduced its risk of getting sued for violations. Yurcor's hiring and payroll processes ensure that consultants are paid in compliance with tax and labor regulations.

The Client's Consultants are More Satisfied

Yurcor's best practices and personalized support have improved relations with the staffing suppliers and consultants with whom the Client works. The Client no longer has to deal with subcontractor and consultant objections to working through a staffing supplier.

Consultants like the convenience of entering time and expenses online. They are more productive because they no longer have to worry about getting time and expenses approved.

Consultants can answer their own questions through the Platform. When consultants have a question or a problem, they have someone to call who will help resolve it.

The Client uses Yurcor's management reports to monitor company-wide consultant hiring. Seeing the reduction in direct costs and administrative overhead, the Client increased the volume of consultants they hire through Yurcor. As volume increased, suppliers, consultants, and the Client's own recruiters all reported good results. This consistently positive feedback is proof that Yurcor's combination of best practices, hosted web software, and customer service are scalable to meet the needs of businesses of all sizes.



“ Yurcor is always exceeding expectations. They are very time-conscious, efficient, and professional. It's a matter of course for them. I wish all suppliers could work under their model.

Manager ”



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For More Information

Yurcor can deliver results like these for your business.
To discuss your requirements, please call
(888) 464-1951 ext. 216.

About Yurcor

Yurcor (www.yurcor.com) is a leading provider of software and services for procuring, engaging, and paying consultants. The Yurcor Workforce Procurement Platform is a complete solution for vendor management, procurement, time and expense processing, billing, consultant payrolling, and reporting. The Platform lowers costs, raises productivity, and reduces risk when businesses, staffing suppliers, and independent consultants work together.

Headquarters

100 East Linton Blvd., 4th Floor
Delray Beach, FL 33483
(561) 278-1351
(561) 278-1408 fax
www.yurcor.com