

Contingent Workforce strategies™

The MSP link

PrO Unlimited on Sun Microsystems

Sun administers its contingent workforce program through its MSP and VMS provider, PrO Unlimited, which is headquartered in Boca Raton, Fla. The two companies have had a 15-year relationship. It all began when PrO Unlimited started monitoring Sun's independent contractor classifications on site. Today, it oversees the hi-tech company's vendor-neutral program (the MSP does not provide any contingents) off site.

"It is our responsibility to provide a competitive landscape so that suppliers can compete on all open orders," says Kathy Noller, senior regional account manager with PrO Unlimited. But that's not all. PrO makes sure that Sun receives high-quality temporary workers quickly but in accordance with business rules. The MSP also ensures that all Sun contingents are on- and off-boarded correctly, provides custom reports and oversees worker categories. In addition, PrO reviews staffing suppliers biannually.

Sun, meanwhile, evaluates its MSP every quarter. PrO is examined on whether its staff provides professional, reliable service; cost savings and quality initiatives; timely processing of time cards, and so on. The company is also reviewed on co-employment data and outreach to hiring managers.

In fact, in keeping with Sun's emphasis on compliance, hiring managers are surveyed and asked to comment on the MSP's expertise in human resources and co-employment. PrO holds biweekly strategic sessions with Sun,



Sun's Robert Cooney (middle) meets with the PrO Unlimited team on a regular basis.

which enables PrO to be in tune with the hi-tech company's staffing plans.

"We are in touch with a circle of individuals greater than just the Sun procurement team," says Terrie Weinand, PrO Unlimited EVP and chief operating officer. "This helps us keep a finger on the pulse of where the company wants to be two years from now."