



AGS/Airetel Staffing, Inc: Supplier Partnership Overview for Financial Services Organization

HIGHLIGHTS

- Airetel awarded client's business via fostered partnership with AGS and strategic alignment to diversity and inclusion initiatives
- AGS and Airetel provided best-practices to ensure top IT talent, while mitigating risk and promoting candidate submissions for our client's "Women in Technology" initiative
- Submittals resulted in 8 IT hires in first 90 days

Airetel attended the same staffing industry conference as our client's stakeholder. With input from AGS' supply chain management (SCM) team, Airetel was able to meet with our client's stakeholder to discuss alignment around diversity and inclusion, specifically our client's "Women in Technology" initiative. The client sponsor appreciated the due diligence and long-term positioning efforts, therefore granting AGS approval to onboard Airetel as a strategic business case.

PARTNERSHIP ALIGNMENT

As a strategic partner, AGS strives to position our MSP clients with efficient supply chains by driving strong relationships between ourselves and top industry suppliers. As such, AGS and Airetel Staffing, Inc. have developed a genuine partnership over the years. Airetel is a nationally certified (WBENC) diversity business that specializes in IT, Engineering, and Accounting & Finance services. Their centralized delivery and stateside recruiting models have been nationally recognized for promoting best practices and delivering measurable results. Aligned via ethics, trust, clear communication, strategy, business impact, and results - AGS and Airetel have continued to focus on accounts that align with core capabilities and key differentiators that can bring value to everyone involved.

For one financial services client in particular, AGS and Airetel realized through quarterly calls, a capabilities presentation, and an aligned diversity program for our client, that Airetel could serve as a key program supplier—specifically in the "Women in Tech" space. After 18 months of strategic positioning, a unique opportunity presented itself when the VP of

"Airetel has made a **very quick and positive impact on the program**. Between their high quality submittals, above average number of starts for a new supplier joining this program, and overall level of partnership, **they've been a great addition and are raising the bar for all other suppliers in the program**. I'm very happy to have them supporting our program."

-Phil Johnson – AGS Director, Global Operations

CLIENT CHALLENGES

In February 2018, AGS added Airetel to the program and worked together to better understand the challenges and business objectives of our client. In addition to searching for more women in the IT space, our client was at an increased worker identity compliance risk, in addition to an overexposure with active contractors on an H1 sponsorship (45% of contingent workforce).

Given that our client houses secure data and information, it became necessary to implement strategies that would safely bring top IT talent in the door.

“Airetel’s focus on quality, performance and relationships are the core reasons for this teams’ success over other veteran suppliers. They have been fantastic at listening to the needs of our program, pivoting their strategy and driving results ahead of schedule for a newer supplier. I’m excited to see this team continue to progress in our program.”

-Mallory Lang – AGS Program Manager, North America Operations

AGS-AIRETEL SOLUTION

AGS and Airetel implemented best practices to help mitigate these risks. In addition to removing at-risk suppliers from the program, we revamped our client’s vetting and onboarding processes. Looking to avoid candidate bait-and-switch tactics, AGS and Airetel worked with our client on conducting interviews via Skype instead of phone screenings, utilizing LinkedIn, etc., to verify candidates’ authenticity. Additionally, since Airetel does not engage in C2C arrangements and only submits W2 contractors who are US citizens, Green Card holders, and EAD workers, we worked with our client to reposition their bill rates and needs to align to these demographics.

Also, in order to increase the presence of women in our client’s technology space, 46 percent of Airetel’s submittals in March alone were women—with a focus on submitting one qualified female candidate and one other best-qualified candidate for each open requisition.

RESULTS

Since joining our client’s AGS MSP program, Airetel has continued to trend upwards in their total number of submittals being shortlisting—quickly jumping to 35% above program average—while remaining focused on compliance and candidate quality.

Additionally, in the first 90 days, Airetel’s submittals resulted in 8 IT hires (4 of which were female). Furthermore, 75 percent of the talent Airetel placed for a key client location in March/April 2018 classified as “Women in Technology”.

As of June 2018, AGS and Airetel project continued momentum in the coming months—aligning to provide our client with the best, risk-adverse talent imaginable at a fair market price.

ABOUT AGS

Allegis Global Solutions is founded on a culture that is passionate about transforming the way the world acquires talent by delivering client-focused solutions that make a difference for businesses worldwide.

ABOUT AIRETEL

Airetel Staffing, Inc. is a nationally certified (WBENC) diversity business offering contract, contract-to-hire, and direct placement staffing solutions throughout the US. Founded in 2000, Airetel strategically aligns with its partners to deliver specialized IT, Engineering, and Accounting & Finance services to help improve productivity, reduce costs, and increase revenue.