PRELIMINARY CONFERENCE AGENDA

Total Talent Management

Atlanta, GA • July 11 - 13, 2016

www.cscongress.com

Full Agenda Available April 1, 2016
2016 Contingent Staffing Congress
Speakers Include:

Vicki Kahaner
Vice President, Labor Relations
North Shore LIJ Hospital Systems

Christopher Malone
Executive Director: Head of Contingent Workforce Management
JP Morgan Chase

Jamie Lancaster
Vice President Indirect Sourcing
Kroger

Tameka Harper
Director, IT Procurement
Coca Cola

Lanse Natsch
Head of IT Procurement
New York Life Insurance Company

Brandon Moreno
Director, Talent Acquisition & Contingent Workforce
Herbalife

Sharilynn Burnett
Senior Manager - Indirect Procurement
T-Mobile

Purvesh Shah
Global Contingent-Consulting Procurement Specialist
BNP Paribas

Matthew Elliott PMP
Director Resourcing, Contracting and Vendor Management, PMO
Dignity Health System

Dan Khublall
Director - Global Contingent Labor
Thomson Reuters

Charlie Flocco
Non-Associate Labor Management, Enterprise Supplier Management
Capital One

Tim Chandler
Technology Procurement Manager
CSX Transportation

Michelle Cox
Senior Manager External Staffing and Vendor Relations
US Cellular

Elmer Westra
CCWP, Sr. Manager, Contingent Labor - Global Workforce Strategies
Western Union

Irene Marnell
Sr. Sourcing and Contract Admin
NRECA

Shubhra Bhargava
Global Supplier Performance & Innovation Manager - Human Capital
Novartis

Harvey Lon
Director, Talent Acquisition, Contingent Labor Program
Waste Management

Eric Osterhout
Director, Personnel Security
Waste Management

Paula Taylor
Global Strategic Sourcing Manager
Freescale Semi-Conductor

David Pittner
Senior Human Resources Analyst
Kohler

Wendy Chase
Sourcing Manager
McKesson

Susan Ryan
Strategic Sourcing Manager
The Depository Trust & Clearing Corporation

Daniel Kalman
Program Manager, US Contingent Labor Program
Allergan

Dinah Hayse
Senior Contingent Program Manager
Bayer

Kanita Harris
HR Category Manager
Halliburton

Tammy Kirksey-Myrah
Manager, Talent Acquisition
GENCO (a FedEx Company)

Dave Whitman
Sr. Manager, Global Talent Acquisition Strategy and Business Planning
General Motors

Nancy Kallusch
Head, Contingent Workforce Program
Genentech

Grant Weinberg MCIPD
Worldwide Director Talent Acquisition (Comm, G&A, Access & Emerging Markets)
Gilead

Devra Keenan
Talent Acquisition and Recruiting Operations Consultant
New York Life Insurance Company
“You did a good job pulling in various industries and topics as well as the overall flow of the conference. Well done.”

Janice Davis, SVP Supply Chain, Shaw Communications
The people at ProcureCon are always thinking about the future of procurement, not just what we have already accomplished. It’s not just about sharing best practices, but also discussing what’s next, and that’s why we come back year after year.

Charen Buyce, Global Indirect Procurement Director, Amway

Agenda Key:

**Keynote/Case Study:** A short, sharp 20-minute case study PPT presentation modelled after Ted Talks

**Panel:** A moderated discussion on stage featuring 4-5 panelists with audience Q&A throughout

**Interactive Roundtables:** Peer-led small group discussions with 10-15 participants per table

**Revolutions:** A 20-minute audience discussion in small groups to tackle a remaining challenge/opportunity from the preceding presentation or panel

**Senior Executive Think-Tank:** Exclusive, by-invite-only small group discussion in a private room on 3 key topics determined by the participants. For our most senior-level attendees
DAY ONE: PRACTITIONER-ONLY INTERACTIVE WORKING GROUPS AND CRITICAL-TOPIC WORKSHOPS

Monday, July 11, 2016

<table>
<thead>
<tr>
<th>Time</th>
<th>Event Description</th>
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<tbody>
<tr>
<td>8:00</td>
<td>Registration Opens &amp; Breakfast</td>
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<tr>
<td>8:30</td>
<td>Welcome Remarks</td>
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<td>8:35</td>
<td>Chairperson’s Opening Address</td>
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<tr>
<td>8:45</td>
<td>Getting To Know You: Contingent Staffing Practitioners Ice Breaker</td>
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<td>In this all-new networking session, we will display a series of pain points on the</td>
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<td>screen, and you’ll determine your most pressing business matter for 2016. Find</td>
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<td>others who also share that pain point and for 20 minutes chat in your group</td>
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<td>before a new set of challenges is displayed. This is an exciting way for you to</td>
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<td>meet other attendees who share the same challenges, make new connections, and</td>
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<td>collaborate on new ways to solve them.</td>
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<td></td>
<td>Morning Content Theme: Contingent Workforce Program Build and Management</td>
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<td>9:05</td>
<td>CASE STUDY: The Essential Components of Successful Contingent Workforce Program</td>
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<td></td>
<td>This fundamental session focuses on introducing the critical components that a</td>
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<td>contingent workforce program must have in order to both save money and recruit</td>
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<td>top talent in a timely manner. This is both a great introduction to the</td>
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<td>contingent staffing function as well as an examination of the “building blocks”</td>
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<td>for more experienced professionals.</td>
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<td>9:35</td>
<td>Follow-Up Working Group Discussions: The Essential Components of Successful</td>
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<td>Contingent Workforce Program</td>
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<td>Working Group #1: Small and Mid-Sized Companies – Beginner Level</td>
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<td>Working Group #2: Small and Mid-Sized Companies – Advanced Level</td>
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<td>Working Group #3: Large Companies – Beginner Level</td>
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<td>Working Group #4: Large Companies – Advanced Levels</td>
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<td>10:05</td>
<td>Morning Refreshment &amp; Networking Break</td>
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<td>10:45</td>
<td>Exploring the Roles of the Procurement and the HR Department in Total Contingent</td>
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<td>Workforce Management</td>
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<td>Contingent Workforce Management is often run in silos. This can lead to confusion</td>
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<td>and discord. This session is dedicated to explaining the different roles of the</td>
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<td>procurement and HR department in CWM and how these two functions can communicate</td>
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<td>and work together to take a program from passable to outstanding.</td>
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<td>Michelle Cox, Senior Manager External Staffing and Vendor Relations, US Cellular</td>
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<td>11:15</td>
<td>Follow-Up Working Group Discussions: Exploring the Roles of the Procurement and</td>
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<td>the HR Department in Total Contingent Workforce Management</td>
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<td>11:45</td>
<td>How to Benchmark and Build Metrics Around a Contingent Labor Program to Measure</td>
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<td>Success</td>
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<td>Benchmarking and metrics can only be effective if you know what to measure. This</td>
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<td>session deep dives into how to benchmark effectively and which metrics will tell</td>
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<td>you the most about your workforce.</td>
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<td>Tim Chandler, Technology Procurement Manager, CSX Transportation</td>
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</table>
12:15 | **Follow-Up Working Group Discussions: How to Benchmark and Build Metrics Around a Contingent Labor Program to Measure Success**

12:45 | **Luncheon For All Attendees**

2:00 | **Building Relationships with Vendors and Identifying the Capabilities Needed to Get Results**

Failing to build relationships with your vendors can lead to increased costs, lost access to vital technology and ultimately market share. Leverage vendor relationships to drive competitive advantage and contribute to more than just the bottom line. This session covers:

- Communicating expectations effectively in order to ensure a non-combative atmosphere
- Establish a single point of contact in order to "put a face" to both companies
- Add strategic vision to supplier relationships

**Elmer Westra**, CCWP, Sr. Manager, Contingent Labor - Global Workforce Strategies, **Western Union**

2:30 | **Follow-Up Working Group Discussions: Building Relationships with Vendors and Identifying the Capabilities Needed to Get Results: Working Group**

3:00 | **EXHIBITION HALL OPENS & GENERAL SESSION BEGINS/Afternoon Refreshment & Networking Break**

3:40 | **CASE STUDY: Am I Over, or Under Paying? Benchmarking to Lower the Cost of Your Contingent Workforce**

- Collecting benchmarking data around spend to evaluate market rate
- Learn how this data be leveraged
- When is paying more then market rate an acceptable cost?
- Managing costs through an MSP versus an internal benchmarking program

Invited: **GSK**

4:00 | **Held for Solution Provider Keynote**

4:20 | **Beer-Bucket Industry Function-Specific Roundtables**

Grab a cold one and be sure to join these interactive roundtable sessions and take a deep dive into the specific functional areas you came to discuss. Tabled will be arranged by industry function to give attendees the opportunity to sit and learn from executives facing the same challenges.

Take control of your own event experience. Don’t be shy! Ask questions (or answer them!) alongside other conference attendees.

Functions-specific roundtables include:

- Financial Services
- IT
- Retail & Hospitality
- Manufacturing
- Construction & Engineering
- Marketing Services

5:20 | **Day One Cocktail Reception in the Exhibit Hall**

“Excellent platform for networking and exchanging best practices ideas.”

**Dr. Bernard Huber**, Head Sourcing Center of Excellence, **Google**
DAY TWO: THE CONTINGENT STAFFING ‘BIG PICTURE’ & ORGANIZATIONAL GOVERNANCE

Tuesday, July 12, 2016

8:00  Continental Breakfast & Registration In The Networking Lounge
      Senior Executive Networking Breakfast: Invitation Only

8:30  Welcome Remarks
      Natasia Langfelder, Event Director, Contingent Staffing Congress

8:35  Chairperson's Opening Address
      Leveraging the Non-Traditional 21st Century Workforce

8:50  KEYNOTE: The Fully Evolved Contingent Workforce Program of the 21st Century
      Contingent workforce is a relatively new function in the corporate lexicon and companies struggle to figure out who should develop it and who should manage it. This session will explore:
      - The Contingent Staffing background and organizational
      - The current CWM scope of duties and the newest challenges
      - How the capability is expanding and what skillset is needed to succeed
      - A successful case-study of a Contingent Staffing program
      Charlie Flocco, Non-Associate Labor Management, Enterprise Supplier Management, Capital One

9:10  Held for Solution Provider Keynote

9:30  CASE STUDY: Building a Contingent Workforce Program from the Ground Up
      This in-depth case study takes you through the steps of putting together a contingent workforce program from scratch. From building the business case for resources, to choosing a model, to successful implementation - this session will help guide you through.
      David Pittner, Senior Human Resources Analyst, Kohler

9:50  Case Study Follow-On: Building a Contingent Workforce Program from the Ground Up
      In this innovative and interactive format, spend 20 minutes listening to a best-practice case study before the speaker challenges you as an audience to find a solution to one of his key unsolved challenges. You’ll then engage in a small interactive roundtable discussion before each group presents its own conclusions to the audience. Take away different approaches to the same challenge from your peers!

10:10 Talent Access Success Strategy: Driving a High-Performance Workforce
      - Explore the basics of a strong foundation in basic talent management – acquiring, hiring and retaining
      - Learn how to go beyond the basics in order to elevate your workforce to the next level of performance though proactive talent management
      - Hone in on essential skills of current successful employees in order to identify talent with similar attributes
      - Develop training programs that will quickly and efficiently induct contingent workers into the company culture
      Devra Keenan, Talent Acquisition and Recruiting Operations Consultant, New York Life Insurance Company

10:30  Morning Refreshment & Networking Break in the Exhibit Hall

11:10 Gain Visibility of Workers in Different Countries and Business Units Through the Use of Innovative Technologies
      - Increasing visibility into contingent workforce spending globally is rapidly becoming the industry’s top concern
      - High visibility globally is crucial to managing contingent workers as well as managing risk
      - Learn to centralize operations through a VMS for optimal visibility
      Shubhra Bhargava, Global Supplier Performance & Innovation Manager - Human Capital, Novartis
11:30 | Held for Solution Provider Keynote

11:50 | Developing a Viable International Contingent Staffing Program in Emerging Markets
Emerging markets are posing an entirely new set of challenges to procurement and HR professionals managing contingent labor. This session will delve into the challenges as well as discuss possible solutions.
- Bridging the talent gap- there are workers, but do they have the right skill set?
- Due diligence for compensation- what is the going pay rate and what is the competitive landscape?
- Utilize unconventional approaches to increase awareness of your brand and attract top talent

Dave Whitman, Sr. Manager, Global Talent Acquisition Strategy and Business Planning, General Motors

12:10 | PANEL DISCUSSION: Best Practices for Managing a Contingent Workforce Across Global Business Units
- Utilize an enterprise-wide based approach in order to management contingent labor across global business units
- Collaborate with global counter-parts in order to source the best talent from local vendors
- Set systems in place to track and measure performance of contingent staff before they are hired
- Communicate frequently with management to keep tabs on which employees are excelling and any HR issues that arise

Dinah Hayse, Senior Contingent Program Manager, Bayer
Shubhra Bhargava, Global Supplier Performance & Innovation Manager - Human Capital, Novartis

12:50 | Luncheon For All Attendees
3:45 | **Roundtable Discussions:**
Be sure to join these interactive roundtable sessions and take a deep dive into the specific areas you came to discuss. Opportunities to sit and learn from executives like these do not exist elsewhere. Take control of your own event experience. Don’t be shy! Ask questions (or answer them!) of other conference attendees who are dealing with the same challenges as you.
- Network with industry peers with very similar challenges, interests and responsibilities
- Take a deep dive into a niche topic in an intimate and informal setting moderated by a subject matter expert
- Don’t miss out on the discussions you want to participate in—you’ll get to select a new topic after 30 minutes

Topics Include:
1) **Best Practices to Tap into an Internal Talent Pool**
Vicki Kahaner, Vice President, Labor Relations North Shore LIJ
2) **Creating Solid Policies for Onboarding and Offboarding Contingent Workers**
Tameka Harper, Director, IT Procurement, Coca Cola
3) **Simplify Contingent Workforce Timesheets Through Innovative Technologies**
4) **Earn a Seat at the Table Through C-Suite Buy-In**
5) **What the Millennial Workforce Wants**
6) **Telling the Story: Leverage Data to Demonstrate the Success of Your MSP**
7) **Collaboration with Internal Stakeholders to Set Goals for Contingent Workforce Sourcing**
8) **Incorporate Diversity and Veterans Through an Inclusive CW Strategy**
9) **Partnering with an RPO for Optimum Results**
10) **Retirees and Your Contingent Workforce**

4:45 | **Change Management: Rolling out a New VMS**
It’s no secret that people are afraid of change. When it comes to implementing a new technology or process, the stakeholders affected must be informed and trained before the technology is put into place. However, in order to take vendor management to the next level, new technologies are necessary. This session leads attendees through the change management process needed in order to deploy a new VMS.

Jamie Lancaster, Vice President Indirect Sourcing, Kroger

4:50 | **DEMO DRIVE:** Solution providers take the stage to showcase the latest in cutting edge technology.

5:20 | **CASE STUDY: Successful MSP Deployment**
An external Managed Service Provider can take on primary responsibility for managing your entire contingent workforce program.
- Criteria for choosing an MSP that works for your organization
- Determine the pain points that are driving your need for an MSP
- Tie the goals of the MSP to organizational goals to receive valuable buy-in from stakeholders and executive leadership

Daniel Kalman, Program Manager, US Contingent Labor Program, Actavis

5:40 | **OXFORD DEBATE: Building an Internal MSP vs. MSP Outsourcing**
An effective MSP can be built in-house or outsourced completely to a 3rd party. While there are no clear trends towards either side, companies and executives have strong feelings towards one or the other. This lively debate features two thought leaders proving that their way is the best way.

Brandon Moreno, Director, Talent Acquisition & Contingent Workforce, Herbalife
Elmer Westra, CCWP, Sr. Manager, Contingent Labor - Global Workforce Strategies, Western Union

6:00 | **Outdoor Cocktail Reception Begins**

**12:50-2:00**

**Invitation-Only Senior-Executive Private Luncheon**
The Senior-Executive Private Luncheon is your opportunity to discuss the pressing contingent staffing issues alongside other executives. A flexible agenda of topics will be developed but the main goal is to have an unscripted and candid discussion.
DAY THREE: CO-EMPLOYMENT AND COMPLIANCE

Wednesday, July 13, 2016

8:00  Continental Breakfast in the Networking Lounge

Women's Networking Breakfast

8:40  Welcome Remarks
Natasia Langfelder, Event Director, CS Congress

8:45  Chairperson’s Day Three Opening Address

9:00  Take Co-Employed Professionals to the Next Level: How to Convert from Temporary to Permanent
Paula Taylor, Global Strategic Sourcing Manager, Freescale Semi-Conductor

9:20  Deep Dive into the ACA: Everything You Need to Know to Remain Compliant
Irene Marnell, Sr. Sourcing and Contract Admin, NRECA

9:40  The Ins & Outs of Co-Employment Liability Explained
Susan Ryan, Strategic Sourcing Manager, The Depository Trust & Clearing Corporation

10:00 Regulation Wrap Up Panel Discussion: Everything You Need to Know about the Regulations Governing Contingent Workers

Regulations and laws covering temporary workers can vary from state to state and country to country. This discussion covers which issues you need to watch out for as well as a brief overview of current regulations.

- Benefits - including health insurance, life insurance, retirement benefits and stock options
- Correct classification of temporary workers
- Employment taxes - ensuring your staffing agency is correctly filing
- Term Limits for Co-Employed Workers: A necessary evil or outdated waste of resources?

10:40  Morning Refreshment & Networking Break In The Networking Lounge

11:10  KEYNOTE: Vendor Consolidation: Streamlining and Managing Staffing Providers without Sacrificing High Quality Talent or Diversity

In an effort to have a large pool of talent to choose from, many in the industry turn to a large stream of vendors in order to fill the gaps, but this isn’t the right approach. This session will discuss implementation of a manageable Contingent Staffing vendor program to be successful:

- Juggling too many staffing providers can lead to disorganization and low visibility of workers
- Learn how to streamline vendors without giving up a large, varied talent pool
- Creating an evaluation method and benchmarking your program against others

Dan Khublall, Director - Global Contingent Labor, Thomson Reuters
11:30  **CASE STUDY REVOLUTION: Vendor Consolidation: Streamlining and Managing Staffing Providers without Sacrificing High Quality Talent or Diversity**

In this innovative and interactive format, spend 20 minutes listening to a best practice case study before the speaker challenges you as an audience to find a solution to one of his key unsolved challenges. You’ll then engage in a small interactive roundtable discussion before each group presents its own conclusions to the audience. Take away different approaches to the same challenge from your peers!

11:50  **Building Long Term Supplier Relationships to Decrease Long Term Costs**

- Discuss the benefits of long term relationships with suppliers
- Source partners that have similar organizational values and objectives
- Banish adversarial negotiations by establishing a collaborative relationship right off the bat
- Invest in benchmarking or scorecarding to measure the value of your supplier and address weaknesses so they can be fixed as quickly as possible

**Grant Weinberg MCIPD,** Worldwide Director Talent Acquisition (Comm, G&A, Access & Emerging Markets), **Gilead**

12:10  **CW 2.0: Elevating Your CSW Program to Recruit Top Talent**

Have your training and recruitment programs kept up with your transformation? Even with the advent of supply chain MBA programs, it’s estimated that graduates will only fill 20% of the openings, clearly indicating a talent shortage in the field. When rising up through the ranks no longer is a guarantee for success, discuss during this working group how to optimize your procurement team, including:

- Conducting an employee skillset analysis
- Sharing resources across departments to locate potential future leaders
- Determining how much spend under management one person should have
- Ensuring mid/senior level external hires have a clear career trajectory
- Determining if you’re willing to sacrifice some savings to keep a less-than-ideal team fully staffed
- Reducing tactical headcount, and increasing “relationship managers”

**Wendy Chase,** Sourcing Manager, **Mckesson**

12:30  **Grab and Go Lunch for All Attendees/Conference Concludes**

“Procurecon is a great place to network with other procurement professionals that face the same challenges and provides an outlet to discuss the issues of today. You can learn about innovation from suppliers in a passive way through presentations that showcase a concept and not necessarily a sales pitch.”

**Wayne S. Evans,** Head of Procurement Americas, **Deutsche Post DHL**
Pricing & Discounts

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To qualify as a Procurement or HR Professional, you must work in the corporate procurement or HR function of your company. If you work for a company that provides a solution to procurement or HR professionals, you do not qualify for this rate.

Rate for Solution Provider And Others applies to any service provider or supplier to companies including, but not limited to software vendors, technology vendors, solution providers, Consultants or companies with primary revenues resulting from these other areas.

Cancellation Policy: Any cancellations received in writing not less than eight (8) days prior to the conference, you will receive a 90% credit to be used at another WBR conference which must occur within one year from the date of issuance of such credit. An administration fee of 10% of the contract fee will be retained by WBR for all permitted cancellations. No credit will be issued for any cancellations occurring within seven (7) days (inclusive) of the conference.

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