

Morgan Stanley Overview



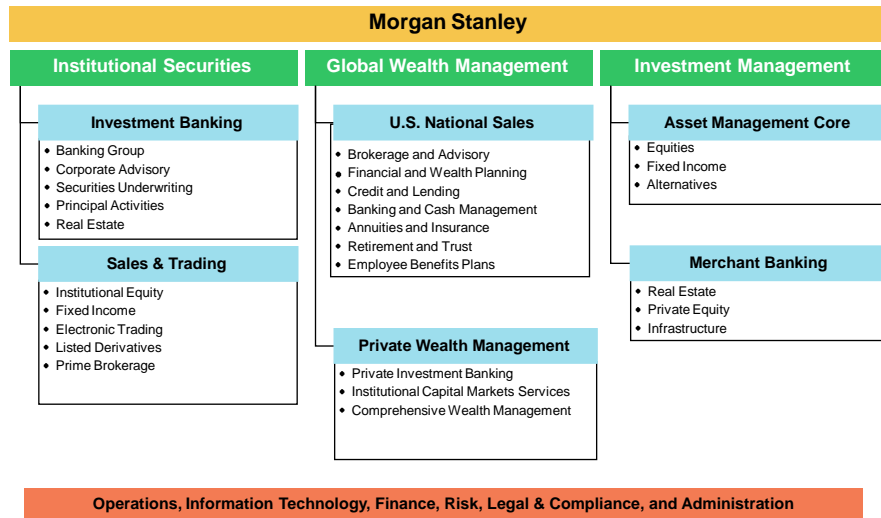
Other/Morgan Stanley Overview - Charlie Chasin (600806322)

Global Footprint

- Morgan Stanley has more than 800 offices in 37 countries and engages with over 19000 contingent workers



Business Overview



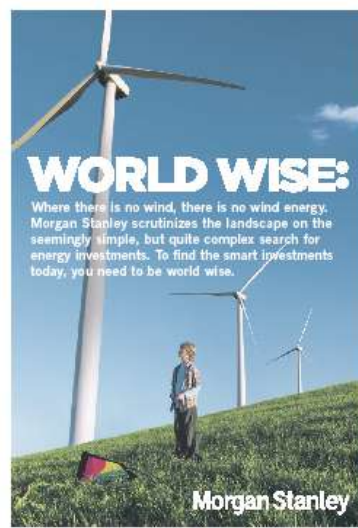
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Firmwide Sourcing

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Manages and controls all of the Strategic Sourcing of goods and services, along with procurement activities for Morgan Stanley worldwide



Investments and services are offered through Morgan Stanley & Co. Incorporated, member SIPC. 3/08

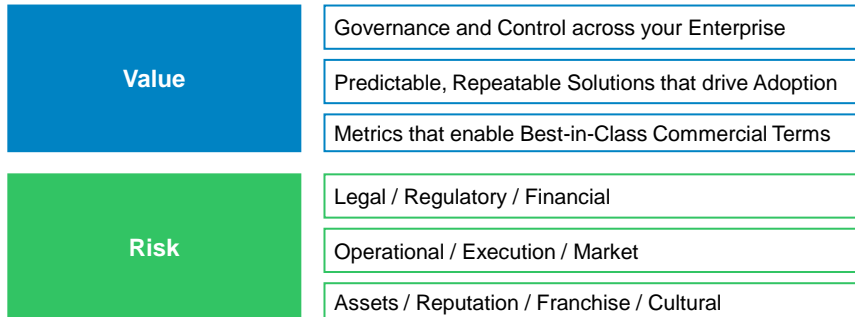
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Contingent Workforce Management

Morgan Stanley engages with over 19,000 contingent workers worldwide. This extensive and complex workforce consists of temporary workers, consultants and outsourced professionals providing a variety of services and procured through a variety of channels

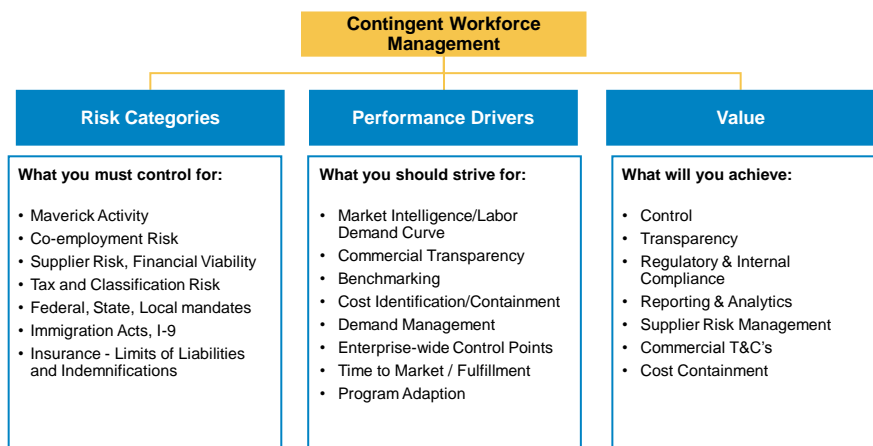
The Contingent Labor Operations group drives direction and sets policy for the firms' contingent workers globally and operates a 24x7 control center for the contingent population – capturing information in real-time while tracking performance drivers



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Risk, Performance, Value within your managed program



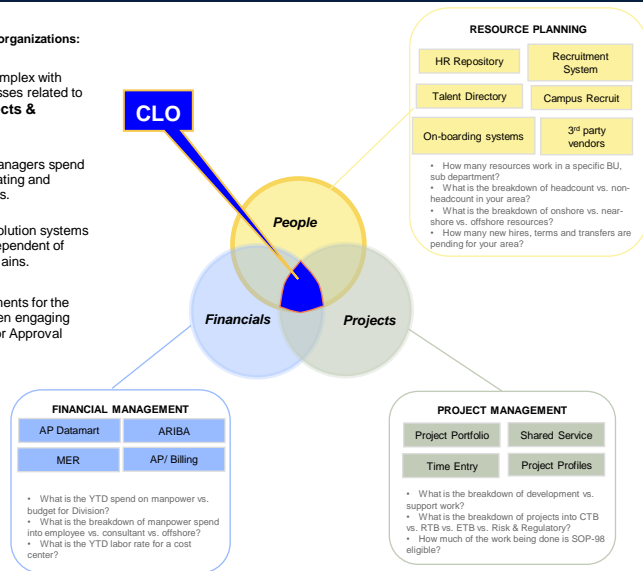
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Contingent Labor Operations

Common themes across de-centralized organizations:

- The Contingent Workforce can be complex with dozens of systems facilitating processes related to the three domains of **People, Projects & Financials**
- Typically, Line Managers /Project Managers spend an inordinate amount of time aggregating and reconciling data across the 3 domains.
- Data is often housed in many point solution systems or data repositories; and may be independent of other counterparties to the three domains.
- Compliance and Regulatory requirements for the individual may not be considered when engaging with the supplier. Same holds true for Approval processes and spend targets



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Contingent Labor Operations – Some best practices to consider

- **Contingent Labor Operations** should provide Transparency and Controls driving Demand Management, Governance and Spend.
 - The ability to coordinate sourcing efforts, implement governance systemically and gauge effect drive costs down; while scalability and flexibility are maintained. Reporting, metrics, benchmarks serve as catalysts for adoption.
- **Advisory Services** include Policy Development and Dissemination across the firm relating to Contingent Workforce Management and Risk while serving as a conduit to counterparties.
 - Language, Currency, Syntax, Systems, Maturity of Contingent Labor Markets
 - VAT Tax /Consumption Tax related to contingents and the proper documentation, tabulation and reporting
 - Legislation differs widely regarding co-employment, entitlements, benefits etc.,
 - Work hours / Public Holidays / Shift Premiums / OT covering workers in various jurisdictions
 - Naming conventions and proper tracking of contingent types
 - Consistency regarding global reporting (FOREX, billing etc)

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