

IQVIA FSP Staffing — An Expert Extension of Your Team

Flexible and reliable staffing solutions, servicing functional needs per preferred location(s) to support successful drug development by accelerating project timelines with high quality delivery



IQVIA offers its flexible and scalable FSP Staffing Solutions as a cost-effective option to enhance trials to meet your goals. Aiming to provide the right mix of functional expertise and ready-to-work staff oversight, FSP Staffing Solutions is designed to stay agile and match what is needed at each stage of development and beyond. We offer:

- Regional coverage for work continuity:
 - » Staffing availability across 80+ countries
 - » Experienced full-time equivalents (FTEs) across time zones
- Cost-effective, flexible approaches:
 - » Lower cost than directly hiring in-house full-time staff
 - » Based on project updates, increase or decrease FTEs when needed
 - » Allocate staff resources in low-cost regions without impacting work quality and timing

IQVIA FSP STAFFING SOLUTIONS MODEL WORKS BY: Keeping communication open with you from start to finish:

- Initially, the team meets with you to discuss how your current team operates, including what works well and what needs improvement. Learning more about your company values, goals and expectations in working together, the team is able to recommend the optimal staffing model for your needs
- IQVIA FSP leadership design a tailored model can be built, managed and updated down the road
- On an ongoing basis, the IQVIA team will secure your feedback and quickly make adjustments where needed to keep trial operations running efficiently

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Taking accountability by clearly defined roles and responsibilities:

- Based on project role and location, FSP Staffing Solutions provides you with qualified administrative line management staff, who maintain operational oversight of assigned resources — directing their day-to-day work and performance. Level of oversight can increase or decrease, as needs change
- Overall, your team retain control of operational oversight and project performance

Providing ongoing staff support and related training/development:

- Our FSP staff resources are trained and properly on boarded to your system, ensuring all deliverables are met with the best of quality and within timelines
- IQVIA line managers' responsibilities complement your oversight needs by:
 - Hiring and allocating staff to support the work in close collaboration with your team
- **Ensuring appropriate compliance and role-specific training is completed by staff:**
 - » Supporting our staff's career growth, we provided resources and tools to fine tune their skillsets and further their functional experience
 - » Managing staff's understanding of compliance to local regulations and guidance, client policies and procedures and good clinical practices

- Overseeing performance reviews, setting objectives, planning development activities, and developing soft skills. All of which includes securing your feedback on expectations, progress and staff performance issues and conducting regular one-to-one meetings with staff to identify individual challenges
- Approving and coordinating individual timeoff requests, expenses and more to ensure work continuity

FSP STAFFING SOLUTIONS JOINS YOU ON YOUR JOURNEY

The IQVIA FSP Staffing Solutions team value partnership as an important criteria for success both in meeting your current needs but also as we look ahead. We realize every customer is different and needs vary per team, project and company goals. Our FSP Staffing model shapes to what you need. Whether 200 full-time equivalent staff across multiple therapeutic portfolios or a handful of staffing experts in one program, we can create the right model to extend your team and dive deeper into your work.

For customers with limited experience in external staffing solutions, we can design an initial solution that fills gaps in your areas of expertise to help you gain a better understanding of how we can create better connections for the long-term. For those experienced with staff augmentation, we can address current demands swiftly and with quality while also providing guidance as your program evolves — working hand-in-hand with you as long-term partners when needed.



For all customers, the IQVIA team can evolve with you and your goals to:

- Take on more responsibilities to help improve trial-related processes and provide strategic guidance on running pain point areas.
- Introduce additional efficiencies by leveraging IQVIA's readily available breadth of expertise and solutions to update staffing solutions per needs.
- Provide additional FSP solutions and functions to fit into your evolving needs, whether it be clinical services, trial management, programming, data management and much more

IQVIA's, FSP Staffing Solutions can be what you need it to be now, and as your work evolves or strategies change with updated regulations and more, our flexible partnership can evolve with you. First, let's connect so we can hear more about your needs and how we can work with you to your drug development goals with our expertise and innovative staffing solutions.

BASED ON YOUR NEEDS, IQVIA FSP STAFFING CAN OFFER YOUR TEAM:

Functional expertise:

- 13,000+ expert associates worldwide supporting all functions and services, including:
 - » Clinical services
 - » Centralized monitoring
 - » Site identification
 - » Trial project management
 - » Medical writing
 - » Data management
 - » Statistical programming
 - » Biostatistics
 - » Medical safety
 - » Lifecycle safety
- Fully dedicated to your work, systems and processes, longer term staffing can integrate into your teams and increase retention and project efficiencies
- Working closely with your team, line managers ensure quality of work is up to or exceeding your standards and addressing performance issues quickly