YOSS

Welcome to the New Collective

In October 2016, Guillaume Herrnberger and Romain Trébuil met for the first time in Paris with the same idea and ambition: Support freelancers and make it easier for them and corporations to work together.

Freelancers are the heartbeat of the future of work.
- More than half of workers will have income coming from freelancing activities in the US in 2025.
- 9 million freelancers and 270€ billion worth of assignments invoiced across Europe.
- The gig economy is likely to grow to a value of 1,300 billion dollars in the coming years.

Almost one year after this meeting, YOSS was born. YOSS is a unique digital start-up, incubated by AGX from The Adecco Group and developed by Microsoft.

Introduction

YOSS is a digital solution facilitating the relationship between companies and freelancers from every specialty looking for new client engagements.

Our ambition is to provide freelancers with the best projects from the best places to work while supporting their day-to-day business management. Simultaneously, we provide companies with a complete matching and performance monitoring service. YOSS is so much more than the usual marketplace – it’s a game-changing platform that takes online freelancer management to the next level.

We want to help companies to reinvent their organisations, while also providing extensive support and services to freelancers.

Key differentiators for freelancers

- Guaranteed payment within 72 hours
  - Reducing average invoice payment time from 45 days for large companies

- Social benefits and insurance
  - Allowing freelancers to opt-in to social security benefits

- End-to-end administrative support
  - Making life easier for freelancers so they can focus on what they are best at
Key differentiators for clients

- **Full compliance system**
  - Screening and thorough legal checks to create a safe platform and specifically engage compliant freelancers

- **Transparent ratings**
  - Offering companies full transparency on skills and talent on offer

- **Backed by two industry leaders**
  - Safe and secure platform for clients with the global expertise of the Adecco Group and Microsoft

Making the gig economy work for you

YOSS enables enterprises to directly contract with freelancers with a ‘search and match’ marketplace. There is no job board, which saves precious time. Plus, the client can directly chat and share all necessary documents, such as estimates and billing, with the freelancer through the platform.

YOSS provides a range of on-demand support and administrative services to freelancers so that they can focus on their work, on what they want to do... and improve their work-life balance. Those services have been proposed by leading partners in each sector (bank, insurance, workspaces, legal, invoicing etc.) and created specifically for the freelancer.

YOSS gives clients a 360-degree visibility of their external talents, plus full visibility of their budget and the legal aspects of contracting with freelancers. The platform is an end-to-end solution fitting for enterprises as it has been co-created with two of them, which means it covers everything from contracts to referencing and background checks to invoicing.

YOSS is a safe solution, backed by two industry leaders. Microsoft provides its renowned expertise in IT development management. This allows us to ensure the highest level of IT security and data protection. This is a top priority for us and a core part of our values.

YOSS is unique among freelance platforms because it enables freelancers to opt-in to social benefits and insurance, providing the kind of stability and security to independent working that a traditional employment contract offers. This support will help to fuel the gig economy and make freelancing more attractive and sustainable, by helping to level the social security playing field between all workers.

YOSS is the only solution for freelancers and corporations that has its roots in the best of the HR world and the best of technology world: The Adecco Group & Microsoft. This partnership brings market-leading expertise to the start-up.
The ecosystem YOSS has created allows us to offer the security, trust, and agility that clients and freelancers need. For example, freelancers are paid within three days, yet clients are held to their usual invoice period. This resolves a major pain point.

For clients, it ensures full compliance and legal requirement screening for freelancers, providing an unprecedented level of reassurance and security demanded by companies in the changing world of work.

**Market key figures: France and US**
- 70% of freelancers choose to become freelancers *(Shakhr’s 2016 Barometer)*
- 85% of large companies declare working with freelancers *(Shakhr’s 2016 Barometer)*
- 72% of large companies are willing to use a web platform to work with independent contractors *(Shakhr’s 2016 Barometer)*
- 35 years old is the average freelancer age *(McKinsey)*
- 44% of freelancers rely on freelancing as their main source of income *(McKinsey)*
- Top three freelancers’ pain points: find interesting assignments, get paid on time, get support services *(Shakhr’s 2016 Barometer)*

**Key dates**
- January 5th 2017 > beginning of the project
- February > beginning of the partnership with Microsoft
- April 1st > first employee
- October 3rd > first public speech at Microsoft Experiences 2017 (Paris)
- October 24th > official launch of the brand at HR Tech World (Amsterdam)
- November 14th > Launch of the platform, beta version
- Q1 2018 > Full launch in France
- 2nd half of 2018 > international roll out

**Useful links**
Twitter: [https://twitter.com/yoss](https://twitter.com/yoss)
Facebook: [https://www.facebook.com/yoss/](https://www.facebook.com/yoss/)
LinkedIn: [https://www.linkedin.com/company-beta/11071294](https://www.linkedin.com/company-beta/11071294)
Snapchat: be.yoss
Instagram: be.yoss
Website: [www.yoss.fr](http://www.yoss.fr)