

# HIGH-VOLUME STAFFING & HIGHER EXPECTATIONS

## Overview

When we met with representatives from this leading manufacturer of precision drive solutions, they shared with us their growth plans for the next five years at three of their facilities. They anticipated they would grow by 40 percent during that time and that they hoped we could succeed in meeting their staffing needs where their previous vendor had not.

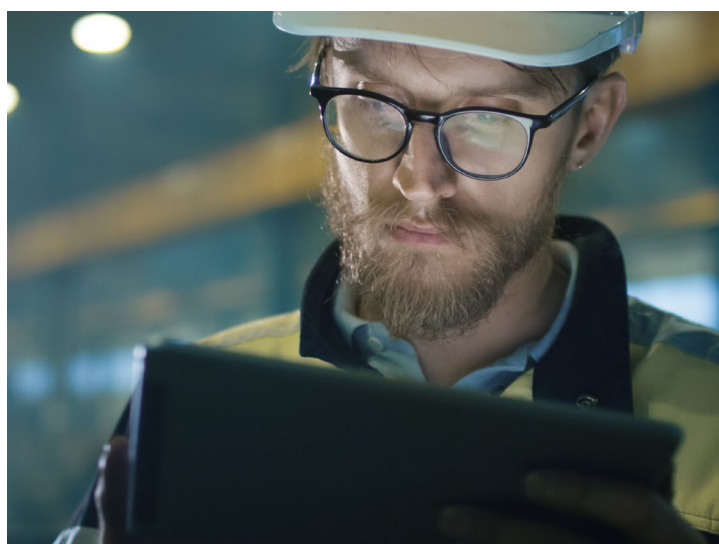
## Highlight

In our first year, Staff Management | SMX hired **519 new starts**. Additionally, we had a **97% fill rate** and a **75% peak ramp up** in under two months.

**“They anticipated they would grow by 40 percent during that time and that they hope we could succeed in meeting their staffing needs where their previous vendor had not.”**

## The Problem

It was vital to the manufacturer to find a staffing partner that could provide and retain a high volume of qualified contingent workers. In addition to the influx of quality placements, this company expressed the need for a solid communication plan that would promote a strong and proactive partnership to create shared solutions and actionable outcomes. After a series of consultative discussions, the manufacturer accepted our onsite contingent workforce management solution.

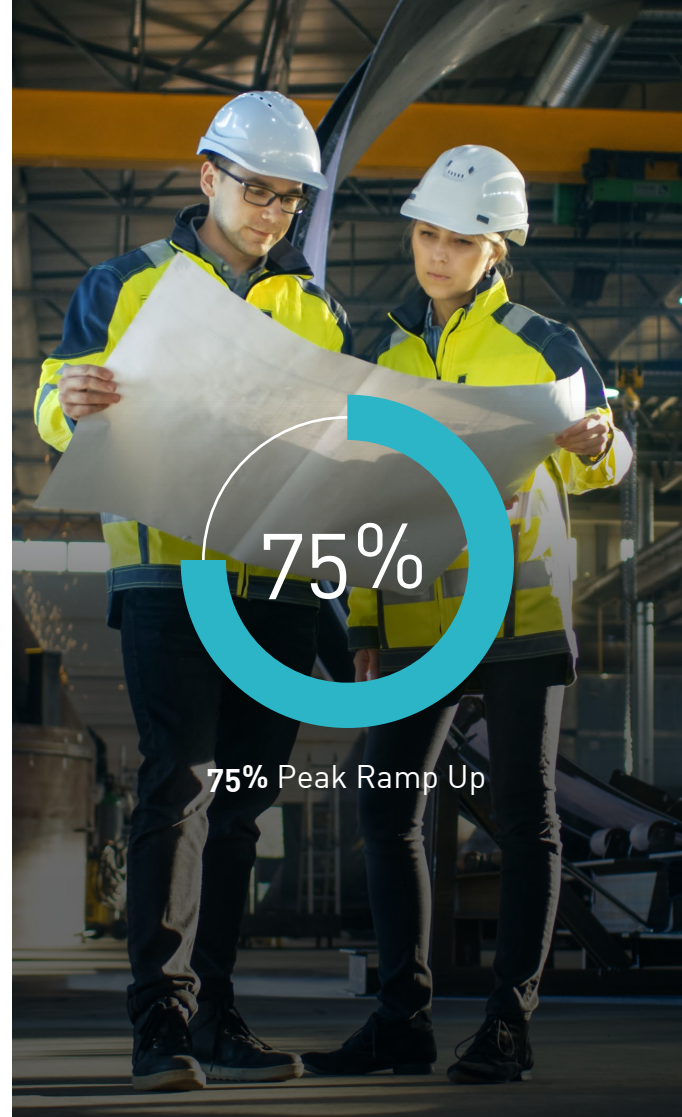


To boost the performance of associates on the job, Staff Management | SMX maintains a strong presence on the shop floor with our workers. We implement incentive programs for workers like our Hi-5 program. Associates earn points for going above and beyond at their jobs. For example, workers can receive points for reporting potential safety hazards or identifying efficiency improvements. When they earn five points, they are entered into a raffle.

We institute additional monthly raffles during the peak season to promote attendance, and we offer weekly drawings for workers who have no absences so they can spin a game wheel for prizes. In order to make sure that we keep the lines of communication open with the site leaders, we attend weekly safety meetings and staff meetings. The site also has 24/7 access to our workforce reporting through MyStafftrack, the client-facing component of Stafftrack, our proprietary workforce management, reporting and analytics technology.

As a result of our efforts to recruit and retain high-quality workers while we enhance open communication with site leaders and work proactively on behalf of our partner, we've seen significant results in Princeton. In our first year with the client, we started 519 new workers and achieved a fill rate of 97 percent. Additionally, we've had a peak ramp up of 75 percent in under two months. Our Recruitment and Placement Solutions (RPS) team is in the process of finding and hiring quality matches for 28 open positions at multiple sites for this client.

After a year of successful onsite staffing for the Princeton site, we're ready to advance the client's contingent staffing program so their overall operations can continue to grow and thrive, from Princeton to Indianapolis and Sullivan. By providing services for multiple sites, we can offer streamlined reporting for the manufacturer as well as onboarding and compliance practices that are consistent across the board.



**“Staff Management | SMX,  
has brought such a strong  
and positive presence to our  
shop floor. We have seen  
boosted performance from our  
associates due to the  
implementation of the Hi-5  
incentive program which  
has in turn increased  
our workplace morale.”**

**Jim L.**  
Floor Supervisor