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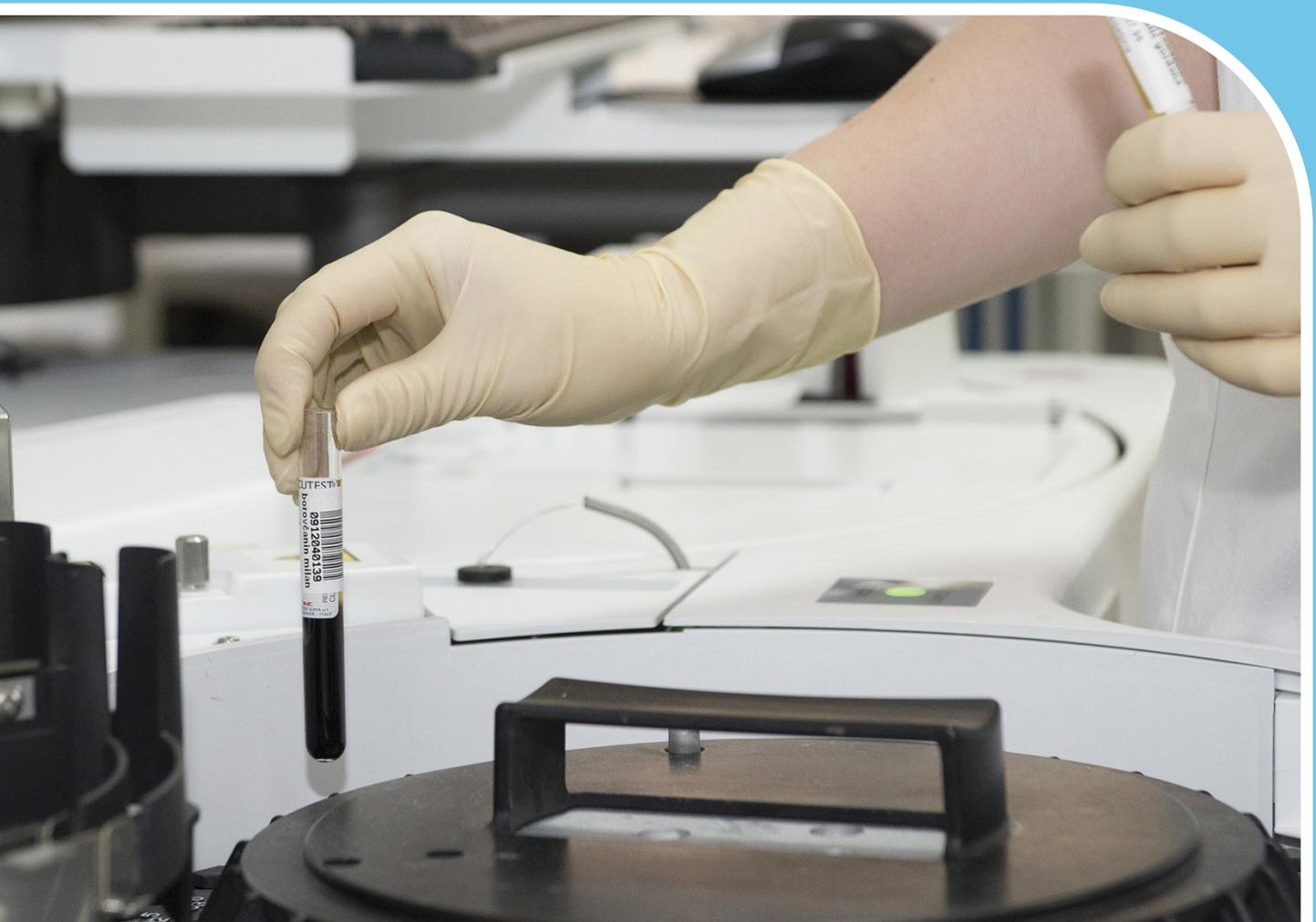
Global Manufacturing and Distribution Company Achieves Flexibility, Savings, and Compliance with TRC

The Client's Challenge

Client operates in a highly competitive environment and was burdened with a tenured expensive workforce. They were charged with reducing costs in facility by over 1 million dollars a year without compromising service or FDA regulations.

TRC's Approach

TRC worked side-by-side with the customer to develop a co-sourcing solution to generate cost savings and increase productivity by developing a transition plan to convert 75 permanent jobs to contract labor positions without disrupting service levels. Some features of this plan include:



Productivity Increase

Benchmark against other companies in industry through WERC and **client is at top of the tier** in the categories of productivity, reduction in errors, and efficiencies **due to TRC's employees**

TRC's open applicant tracking technology builds a pool of qualified candidates to **reduce time to fill positions** from 2 weeks to 2 days or less

Overall productivity has increased by 40% through the use of TRC's employees

TRC understands client's deliverables and processes and makes informed recommendations on process enhancements. For example, finished recent project in 2 weeks vs 60 days and **saved client \$100K in hard dollars**

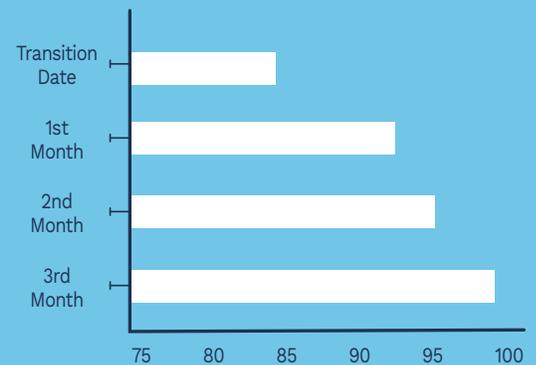
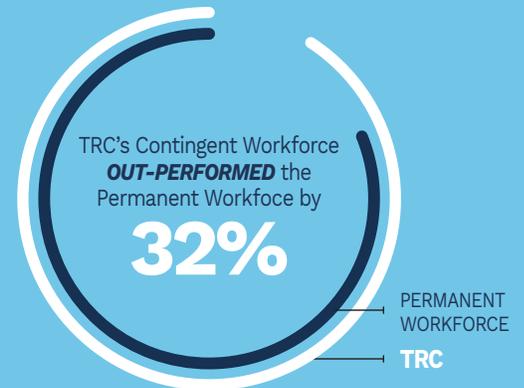
Cost Savings Increase

Provide **Onsite Managers to oversee day-to-day operations** of the facility and workforce of 170, recruit candidates and act as an HR Liaison to client

Developed recruitment plan aimed at potentially backfilling all 75 positions, which included **cross training 30 people in 30 days in advance**, to be prepared to step in by bringing the flexible workforce early if needed

Provided **base rate increases to ensure continuity** and transitioned 13 employees

Developed a severance policy with client to ensure **transitioned employees would leave on good terms**



Post Workforce conversion, **TRC has consistently exceeded the productivity goal** and makes monthly improvements

The Results

TRC has maintained a successful relationship with the client for 7 years, because of documented cost savings and performance enhancements. As a result, we are in negotiations with their Canadian distribution center.

- Client met all key performance indicators ahead of expectations (4 days after transition)
- Dramatic increase in productivity has led to dramatic decreases in required FTE's
- 170 employees currently working
- Less than 4% turnover
- Yearly hard dollar cost savings in excess of \$1.2 million
- After 2 weeks, TRC employees met or exceeded 100% productivity measurement. Previously, the average was 60%

