

# CASE STUDY #2



EAST PARK AVENUE

TALENT CONSULTING

## ABOUT OUR CLIENT

### RURAL MANUFACTURER

- Headquartered in Austria
- 80 employees in US HQ - North Carolina
- Average 10 - 15 exempt hires annually
- Average 15 - 18 non-exempt vacancies
- Two in-house recruiters
- 3 production shifts

**Shortened  
time-to-hire  
by 26 days**

## BOTTLENECKS

- Spending \$100K - 150K in recruiting & temp. staffing fees annually
- Averaging 90+ days time-to-hire
- Ineffective recruiters, lacked training
- Inconsistent recruiting per department
- Poor candidate experience
- Inconsistent new-hire onboarding

## ACHIEVEMENTS

- Filled 28 production vacancies
- Saved \$60K+ in recruiting costs (in less than 90 days)
- Offboarded all staffing agencies
- Increased daily/weekly/monthly recruiting metrics by 30%
- Retained HR and recruiting staff



### RECRUITMENT AUDIT

360° evaluation of the company's hiring process



### INFRASTRUCTURE

Implemented blueprints for high performing talent acquisition



### SKILLS TRAINING

Customized program designed for recruiters, HR, and hiring managers

*"Working with Mark was absolutely amazing from start to finish. He made sure to ask all the right questions when interviewing me and was very thorough threw out the process. When training the talent acquisition team he, gave great advice on how to build relationships with managers, great tips for recruiting and establishing great candidate experiences..." - Megan L., VP of Human Resources*

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