

CASE STUDY #1

ABOUT OUR CLIENT

MAJOR MANUFACTURER

- Headquartered in Hickory, NC
- 3 corporate offices & 9 production sites
- 1,500 employees worldwide
- Average 28 - 43 exempt hires annually
- Average 30 - 40 recurring production vacancies annually

EAST PARK AVENUE

TALENT CONSULTING

**Saved \$1.5M in
recruiting costs.**

BOTTLENECKS

- \$500K+ spend on recruiting fees annually
- Averaging 52+ days to fill exempt positions
- HR team burned out & resigning
- Inconsistent recruiting per department
- Poor candidate experience
- Bad Glassdoor reviews

ACHIEVEMENTS

- Shortened time-to-fill by 17 days & offboarding all staffing agencies
- Opened budget to invest in new technology (ICIMS) and three new staff members
- Restored managers' confidence in intercompany talent acquisition



RECRUITMENT AUDIT

360° evaluation of the company's hiring process



INFRASTRUCTURE

Implemented blueprints for high performing talent acquisition



SKILLS TRAINING

Customized upskilling program for recruiters & hiring managers

EPATALENT.COM

"Mark conducted an in depth TA audit to understand our current practices... he worked with our team to streamline the process, identify new team members, train the recruiters, assist in ATS automations, and create clear documentation for all stakeholders. Our executive team and hiring managers consistently praise the team for their results!" - Jayne V., Director of Talent Management

