

**HOW ONE OF FORBES' MOST
INNOVATIVE GROWTH COMPANIES
SURGED USING EASTRIDGE'S
CONTINGENT WORKFORCE
OPTIMIZATION PROGRAM**



EXECUTIVE SUMMARY

Since 1999, a leading medical device maker has produced transformative products to help patients and clinicians manage a chronic disease that is increasing in incidence nationwide. Executives determined that their growing business needed a workforce recruitment and technology provider with the industry expertise and resources to help them scale. Eastridge Workforce Solutions assisted the company through its Contingent Workforce Optimization Program - combining the industry's only vertically integrated staffing, technology, and training program for the medical device industry. This compelling solution helped lay the foundation for the company's next stage of expansion.

CHALLENGES

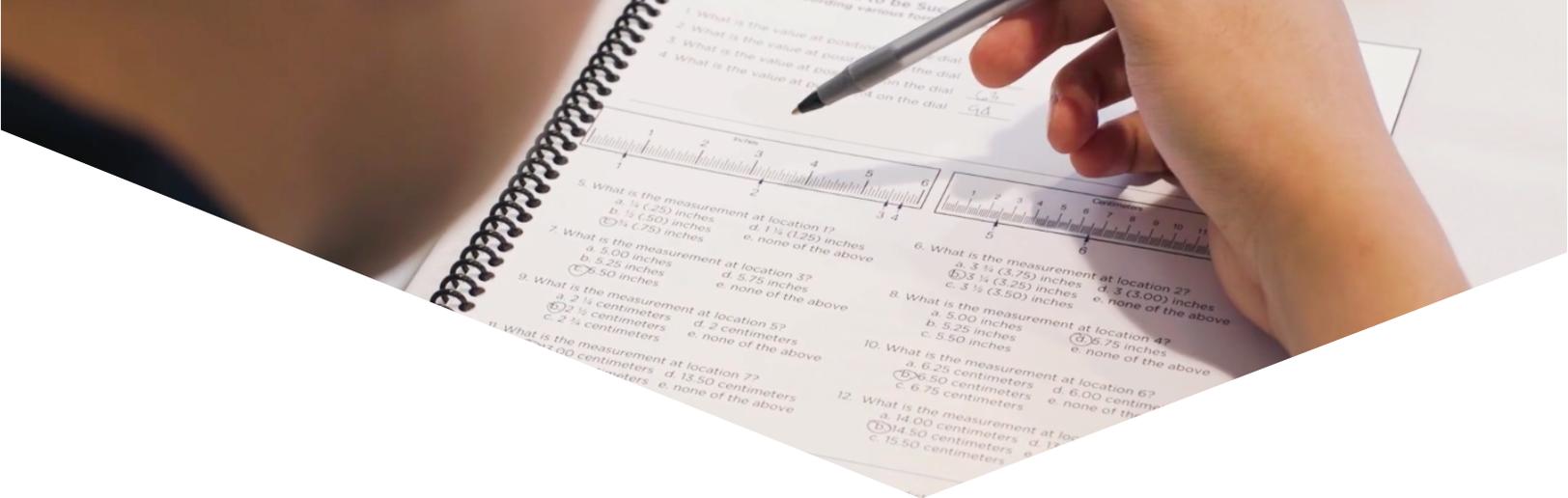
An urgent demand for human capital. A period of rapid growth required the medical device maker to staff more than 300 people in an FDA-approved facility within 90 days. For enhanced consistency, visibility and quality, the medical device maker required a single firm to manage its growing contingent workforce program. To find the right talent, this firm needed to work with a staffing company that could optimize the assessment and screening of candidates for the hard and soft skills that would yield the most effective outcomes.

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Suboptimal requisition and onboarding processes. The medical device maker had not deployed an automated platform for requisition and onboarding management. Managers were submitting requisitions via paper or email to be routed and approved by their managers before submission to human resources. The delays in the hiring process and the inability to track key workforce metrics led the medical device maker to determine that a more streamlined and automated solution would increase efficiency and provide a premium user experience. For an FDA-regulated, publicly traded company, improvements such as these are important, especially in preparation for the possibility of an audit and to ensure supplier quality.

SOLUTIONS

A program to increase hiring efficiency. Eastridge introduced the medical device maker to its pre-employment manufacturing skills program, GATE - Gateway to Attaining Technical Experience. The GATE Program provides an objective and systematic evaluation of candidates



to determine whether they have the aptitude and skills to succeed in manufacturing and distribution environments. Participants in the GATE Program are given the opportunity to gauge their interest in the manufacturing and distribution sector while instructors assess the participants' skills and aptitude in lean systems including 5S, quality standards including CGMP, following SOPs & visual diagrams, assembly with a focus on manual dexterity, and best practices for developing a career in manufacturing. The GATE Program provided the medical device maker with a vetted talent pool to fill positions with qualified candidates on demand.

An optimized process for automating requisitions, worker management and financial/performance analytics. The medical device maker's rapid influx of workers also highlighted the need to streamline the human capital supply chain. With Eastridge's technology solution, Eastridge Cloud™, the medical device maker accelerated its requisition creation and approval and integrated talent acquisition, talent management, timekeeping, and analytics into one solution, increasing data integrity and efficiency. Manually maintained spreadsheets were replaced with real-time information. The solution was tailored to the client's specific needs. Eastridge's on-site, technology-driven workforce optimization program supported hiring managers with tasks such as skills assessment and orientation, onboarding and orientation, and managing the entire recruiting process for requisitions distributed to all staffing suppliers.

Being a publicly traded company, the medical device maker also needed assistance maintaining compliance of their contingent workforce. In addition to using the Eastridge Cloud™ as a Vendor Management System, the medical device maker utilized the comprehensive cloud platform for 1099 independent contractor compliance, providing greater transparency and risk mitigation.

RESULTS



Growth. As a result of Eastridge's Contingent Workforce Optimization Program, the medical device maker saw substantial improvements in the performance of its contingent workforce, including an increase in hiring efficiency of 50% and a 19% decrease in performance-related turnover. With their staffing challenges solved, the medical device company is ushering in a new era of success. In addition to being named one of Forbes' Most Innovative Growth Companies and establishing a second manufacturing facility, their stock price has increased by 150 percent year to date.

Efficiency. After employing an on-site management program, the medical device maker decreased the amount of time supervisors spent managing timekeeping and onboarding workers by 80%. With a dedicated Program Manager serving as a single point of contact for hiring managers, the medical device maker is now deploying valuable company resources to other strategic initiatives.

Compliance. The medical device maker automated their onboarding document storage and compliance program with the Eastridge Cloud™. Eastridge's cloud-based technology also automates on-demand and month-end KPI reporting details associated with the medical device maker's contingent workers including turnover, time-to-fill, and purchase order depletion.

OUTLOOK

The medical device maker will continue to grow using Eastridge's Contingent Workforce Optimization Program including the Eastridge Cloud™, Eastridge's staffing services, and the GATE Program. Eastridge is proud to offer an easy to use suite of workforce solutions products and services capable of solving the most complex enterprise challenges for MedTech companies nationally.

Contact Eastridge today to utilize our contingent optimization program at your organization. experts@eastridge.com | (800) 918-1678