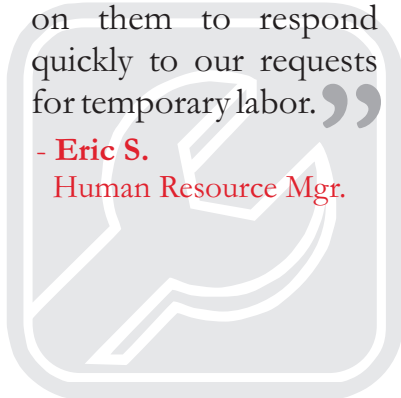




“Masiello has made the effort to understand our unique staffing needs, and we can count on them to respond quickly to our requests for temporary labor.”

- Eric S.
Human Resource Mgr.



Business Type: Plastics Manufacturer - 120 Employees
Staffing Need: Temporary Production Personnel

This family owned business located in western Massachusetts is well respected as a leader in their industry. They are committed to developing long-standing relationships with their customers and they strive to deliver the highest quality of product and service to their clients. They understand the need for continuing development, leadership, education, innovation, and of course...teamwork. To achieve their mission they employ capable, caring, and conscientious individuals.

Challenges:

- ✓ Company manufacturers each product to order based on customer needs
- ✓ Customers' unique needs create wide variations in production volume
- ✓ Influxes and decreases in production greatly affect the number of staff needed on hand at any given time
- ✓ Management tried to utilize current staff for changing demands but found the cost of overtime was too high and the detrimental effects on overworked employees was substantial
- ✓ Family business that strongly values its employees was not willing to make unrealistic demands, but did not want outside help to damage the current culture

Solution:

- ✓ Masiello Employment's management and staff made it their goal to understand the company's culture, processes and the job functions of the production personnel
- ✓ Masiello Employment's Staffing Consultants proactively recruit candidates possessing the necessary skills and qualifications
- ✓ Masiello Employment's database holds an active pool of pre-qualified, screened and interviewed candidates ready to begin work with little lead time
- ✓ When the client calls with staffing needs, Masiello Employment responds immediately by contacting candidates, meeting with them in person for orientation and safety instruction and then sets them up on their assignment

Results:

- ✓ The client continues to deliver high quality products on time and on demand without incurring high labor costs and overtime charges
- ✓ The internal employees at the manufacturing facility are able to maintain consistent schedules which has resulted in lower turnover and less employee burn-out
- ✓ The client is able to remain flexible to changing demands without maintaining a disproportionately high headcount
- ✓ At a moment's notice, Masiello Employment continues to respond to the client's needs, providing the assistance they need, when they need it.