



AUTOMAKER IMPLEMENTS EXTENDED WORKFORCE SOLUTION

MAU WORKFORCE SOLUTIONS CREATES A NEW, INTERNAL DIVISION TO PROVIDE OUTSOURCED LOGISTICAL OPERATIONS.

RISING DEMAND CALLED FOR A NEW WORKFORCE SOLUTION

In 2006, MAU's client, an Automobile Manufacturer, experienced a significant change in production volumes due to increased customer demand and car model changeovers. Management initially addressed the rise in demand by applying a traditional outsourcing model to manage logistics. This method proved to be insufficient, delivering only mediocre results.

The end goal was to find a flexible solution that the company could implement to help **balance fluctuating production levels**—whether they increased or decreased—and **stabilize the core competency of full-time associates**.

MAU CREATES INNOVATIVE WORKFORCE MODEL WITH EXTENDED WORKFORCE

The automaker felt that the perception of a temporary job might create turnover in logistics, and partnered with MAU to implement a solution tailored to the specific needs of the project that would be managed under a different name.

Based on an “extended workforce” concept, MAU developed its own internal division, composed entirely of MAU employees that would integrate with the company's current team. To achieve this, these MAU employees received:

Competitive Pay: To attract quality employees, MAU selected an appealing wage rate that was comparable to the area's top employers. In turn, the elevated pay rate allowed employees to invest in additional benefits.

Retention Incentives: Similar to typical full-time positions, MAU implemented a five-year, tenure-based wage progression system, along with a 401K program to promote retention.

Comprehensive Benefits Package: MAU made expanded medical insurance plans available and affordable to all employees through employer contribution incentives. In addition, it expanded paid time off, and provided Personal Protection Equipment (PPE) and a uniform allowance.



EXTENDED WORKFORCE
Benefits

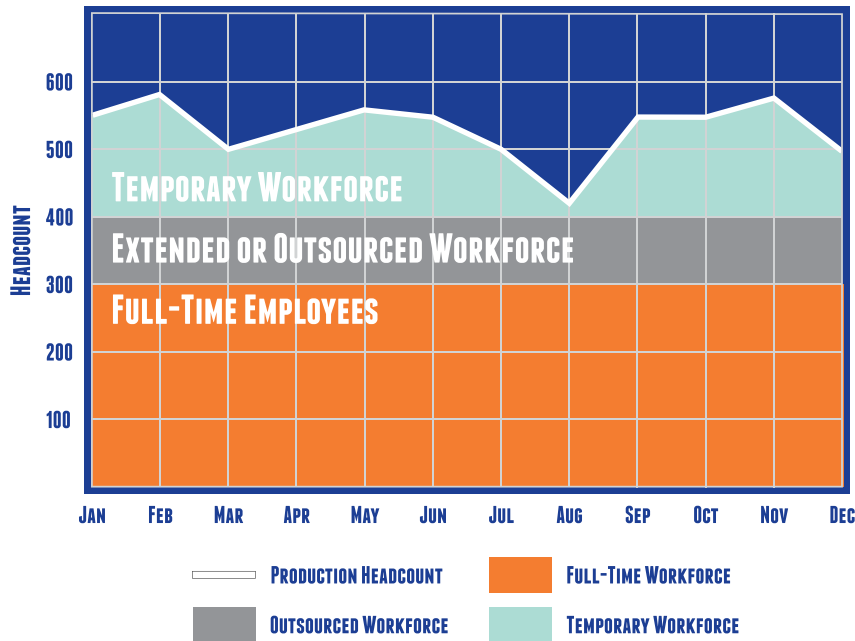
401K



Background

Solution

INNOVATIVE WORKFORCE MODEL



MAU'S TIER ONE SOLUTIONS TEAM DELIVERS ON OUTSOURCING PROMISES

With the introduction of full-time Tier One Solutions employees to its workforce, the automotive manufacturer achieved optimal results over traditional third-party logistics strategies, and is expected to see continual improvement its next phases.

Stabilized Workforce: MAU's ability to fill positions and manage employment resulted in increased efficiency levels, adequate staffing for production ramp-ups, facility expansion and improved employee retention. During Phase One of the project, monthly turnover rates consistently improved by 6.4% year-over-year. Turnover has continued to decrease under MAU's supervision, reaching an impressive 2.5% Average Monthly Turnover in 2011. The industry average for monthly turnover is approximately 25%.

Increased Performance: Less than 30% of unplanned turnover was a result of either employee attendance or performance issues. During reviews, employee performance averaged 80% satisfaction.

Satisfied, Safer Employees: On average, 74% of surveyed associates recommended working under the new outsourced model. In addition, the company recorded 12.1% less accidents, year-over-year.

ABOUT MAU WORKFORCE SOLUTIONS

With more than forty years of industry experience, MAU Workforce Solutions is one of the nation's top diversity-owned temporary staffing and recruiting agencies. MAU offers a full scope of services, including: temporary staffing, professional recruiting, and outsourced, outplacement and managed services, and personnel assessments.

For more information or to request services, contact MAU:
www.mau.com | 866.304.6281 | 501 Greene St. Augusta, GA 30901

