

EclipseADVANTAGE

SUCCESS STORY

RPO Solution Saves Food Processing Client \$1.6M Annually

THE CHALLENGE

A global leader in plant-based and ready-to-eat foods operates in the U.S. with manufacturing facilities in California, Georgia, and Florida. When new regulations in New Jersey changed how temporary staffing programs could be structured, the client needed a solution that would allow them to maintain the same level of reliable labor support without incurring significant new costs.

They turned to Eclipse Advantage, a trusted partner for more than 20 years, to help them navigate this shift while continuing to meet seasonal production demands and ensure stability across their workforce.



RECRUITMENT PROCESS OUTSOURCING (RPO)

Eclipse Advantage developed a brand-new Recruitment Process Outsourcing (RPO) program tailored specifically to the client's needs. Instead of traditional temp-to-hire staffing, this model enabled employees to onboard directly through the food processing company from day one while Eclipse Advantage maintained its proven onsite program and quality standards.

The solution was designed and implemented over six months, relying on in-house and outside counsel to interpret the regulations and craft a compliant, cost-effective alternative. By leveraging existing technologies and adapting only to the client's onboarding processes, Eclipse Advantage ensured an easy transition for both management and employees.

A key factor in the program's success was positioning the change as a benefit to employees, allowing them to become employees immediately rather than waiting through a three-month transition.

THE IMPACT

The RPO solution eliminated what would have been an estimated **\$1.6 million** annual increase in costs while continuing to supply the food processing company with the reliable, high-quality workforce needed to meet production demands. The transition was executed with zero disruption to operations, ensuring no loss in service or productivity. Over time, the program is expected to improve workforce stability and reduce turnover, while maintaining the client's ability to scale labor up or down in response to seasonal demand.



\$1.6M AVOIDED

Prevented an estimated \$1.6 million annual increase in workforce costs.



0% DISRUPTION

Seamless transition ensured uninterrupted production and service.



SCALABLE WORKFORCE

Reliable, high-quality labor that adjusts to seasonal demand and reduces turnover.

“Through a long-standing partnership and a willingness to innovate, Eclipse Advantage delivered a first-of-its-kind solution that balanced regulatory compliance, cost savings, and operational continuity. The RPO model demonstrates Eclipse Advantage’s ability to adapt quickly and effectively to evolving business challenges, without sacrificing quality or results.”

— **Paul Allen**

*Senior VP of Operations
Eclipse Advantage*

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