

EclipseADVANTAGE

SUCCESS STORY

Eclipse Advantage Delivers 200 Workers to Replenish USUI's Workforce

THE CHALLENGE

USUI, an automotive manufacturer based in Sharonville, Ohio, faced a staffing crisis. Their primary hiring channel of internal referrals had been exhausted, and existing employees were stretched thin working excessive hours. High turnover only exacerbated the challenge, making it nearly impossible to meet their goal of hiring 200 new workers.

To overcome the shortage, USUI partnered with Eclipse Advantage. With proven expertise in recruiting and workforce management, Eclipse quickly sourced and placed the qualified, reliable workers USUI needed. Since then, Eclipse has continued to support USUI by anticipating staffing needs and delivering talent, keeping operations running smoothly.

THE SOLUTION

Despite depleted resources, Eclipse Advantage successfully attracted and retained the workforce USUI needed.

- Our boots-on-the-ground ambassadors rooted themselves in the local community, connecting directly with job seekers through nonprofits, churches, and other networks. By targeting candidates in the surrounding neighborhood, we also addressed transportation barriers, making jobs more accessible for those nearby.
- Our onsite management team actively encouraged employee referrals, offering bonuses that boosted morale and retention. Trained in building connections, the team also monitored informal conversations and daily interactions, leveraging opportunities to identify potential candidates.
- We enticed workers by promoting strong benefits and the potential for long-term employment. Additionally, we helped cultivate a positive workplace culture where team members felt respected, motivated, and proud to be part of the operation.



THE IMPACT

REDUCED TURNOVER, INCREASED ENGAGEMENT, AND A DEDICATED ONSITE STAFFING MANAGEMENT PRESENCE

Today, Eclipse Advantage manages approximately 250 temporary associates at the USUI Sharonville site. With staffing fully stabilized, there are no longer gaps in open orders. Turnover has dropped dramatically—from 27% to just 6%, well below the industry average of 30–40%. High-performing associates who once worked 10-hour shifts, seven days a week, have been promoted or transitioned into permanent roles. Six-month conversion metrics confirmed our team had recruited and trained the right people.

A ROOM OF OUR OWN

Eight years into the partnership, USUI made a significant investment: a \$12,000 custom-built office for the Eclipse Advantage onsite team, located within the warehouse and adjacent to the HR department. This dedicated space replaced a makeshift area in the cafeteria and symbolizes the strength and trust that have defined this long-term collaboration. The branded office serves as a visible, united front, instilling confidence in new candidates the moment they arrive.

Interviewing onsite allows candidates to see exactly where and how they'd be working. With hands-on practice using mock automotive parts, applicants gain a clear understanding of job expectations before day one. This transparent, immersive process reduces no-shows and improves early-stage commitment, creating a smoother path from application to long-term employment.

"We're proud of the growth we helped this company achieve. Being onsite, training to meet the industry's needs and demands, and maintaining trust has allowed long-term success for all involved, including our shared workers. Our business is 100% theirs."

— **Wayne Milam**
*Sr. Regional Operations Manager,
Eclipse Advantage*

Let's discuss how we can provide valuable support to your team.

Sales@EclipseAdvantage.com | www.EclipseAdvantage.com