

EclipseADVANTAGE

SUCCESS STORY

NFI and Eclipse Advantage: A Longstanding Workforce Partnership

For more than twenty years, NFI and Eclipse Advantage have worked together to support flexible workforce solutions across NFI's distribution network. What began as a regional collaboration has grown into a long-term national relationship that has supported operations at more than 50 sites across North America.

As NFI's largest staffing supplier, Eclipse Advantage holds a preferred partner designation. With that status comes higher performance standards and accountability, ensuring that their support consistently aligns with NFI's expectations for compliance, safety, and operational excellence.

THE OPPORTUNITY

Like many logistics providers, NFI experiences seasonal fluctuations in labor demand. Managing a large network of staffing vendors created complexities to achieve consistency across all locations. NFI sought to streamline its approach by identifying partners who could support recruiting, onboarding, and retention while also providing scalability and compliance.

As a partner to NFI, Eclipse was positioned to maintain its role by not only filling positions quickly, but also keeping compliance at the forefront and introducing flexible approaches — including strategies to convert temporary associates to full-time earlier in the process.



THE SOLUTION: A COLLABORATIVE WORKFORCE MODEL

Eclipse Advantage supports NFI's workforce flexibility and responsiveness through recruiting, transition assistance, and onsite management — ensuring stability even during volume surges.

Key contributions have included:

- Recruiting & Transition Support – Assisting with rapid hiring through multiple sourcing channels, as well as transitioning existing workers from legacy agencies.
- Support During Expansion – Partnering with NFI during its growth in Canada, including the successful transition of more than 100 temporary workers as part of an acquisition.
- Engagement & Recognition Programs – Partnering with NFI to brainstorm and implement recognition initiatives designed to boost morale, strengthen retention, and reinforce NFI's values.
- Onsite Workforce Model – Embedding onsite teams that foster employee culture, strengthen communication, and provide direct support to both NFI operations and the workforce.
- Commitment to Compliance – Operating as an extension of NFI by prioritizing workforce safety, protecting customer brands, and maintaining adherence to regulatory and contractual requirements.
- Implementation Support – Deploying mobile teams to new NFI sites during start-ups or transitions to maintain hiring momentum and ensure smooth handoffs.

THE IMPACT

Through the Workforce Strategy Team, NFI has streamlined its vendor base, improved site consistency, and strengthened its ability to manage both seasonal peaks and long-term growth.

As NFI's largest staffing partner, Eclipse Advantage helps deliver scalable workforce solutions, high fill rates, and strong compliance while creating clear pathways for temporary associates to become full-time employees. Together, NFI and Eclipse continue to drive performance and workforce stability across North America.

Join the companies that trust Eclipse Advantage.

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