



## Large Food Processing Customer Case Study

### About The Customer

With over 16 locations around the U.S., and more than 6000 hourly employees running the operation, this large food processing company was finding they couldn't run their business with the efficiency they were striving for without standard systems in place for their employees and managers, regardless of location.

### Before Indeavor

The facilities were on a combination of workforce management systems prior to the Indeavor Implementation, including 7 plants who were on ScheduleSoft. The remaining plants were on a combination of scheduling/absence management systems, including Timetrak, Tugboat, Red Payroll, and Kronos. A few of the plants did not have a scheduling system and were handling schedules manually, or through tools such as Excel.

*One of the biggest benefits of using the cloud is that we know there will always be future product enhancements - just because the software doesn't do something now doesn't mean it won't have that capability in a year. We don't need to worry about buying the newest product or having to get a big upgrade every few years, because Indeavor upgrades are included in our license price and happen regularly.*



### The Indeavor Solution

**Inception:** This food processor was spun-off from a larger organization in 2016. As a result, the company needed to get out of their core HCM systems.

**Solution:** They decided to implement Indeavor's workforce management application, alongside previously purchased platforms Workday (HCM) and Kronos (Timekeeping). This allowed them to implement a comprehensive, independent, and standardized system for their entire organization.

**Problem area:** This company's plants were on a variety of systems, leading to maintenance and contractual inefficiencies

**Solution:** They put all of its plants on uniform systems. Indeavor was chosen for Employee Scheduling and Absence Management due to the ability to handle all necessary scheduling and compliance complexities, as well as providing an enterprise-focused solution. This decision has led this customer to the following benefits:

- **Improved visibility** into the scheduling process and results, resulting in better decision making for management.
- **Improvement in compliance** and better enforcement of scheduling rules and alignment with contracts and policies. This has led to a reduction of risk and grievances to the organization.
- **Reduction of production costs**, as staffing is now automated and aligned based on product demand, thus reducing idle labor and overhead.
- **Increased transparency** between employees and managers - employees now have the ability to easily interact with their schedulers, as well as see scheduling and leave management results in real-time

**Problem area:** In many plants, schedules were not reconciled with actuals.

**Solution:** Integrating Indeavor (Scheduling) in conjunction with Kronos (Timekeeping) and Workday (Payroll) allowed for more accurate pay, labor costing, attendance tracking, and absence management.

**Problem area:** Schedulers and administrators at each facility used a variety of different tools to track absences, leading to a lack of integrity when it came to vacation and leave balances.

**Solution:** A fully integrated solution, between Workday > Indeavor > Kronos, was put into place to streamline all of this data. Long-term leaves are now administered in Workday and fed to Indeavor, removing employees from the schedule when they aren't available to work. For vacation/PTO, users request time off in Indeavor and approved time is added directly to the schedule. Balances for these leaves are fed directly from Kronos, and then transactions are sent back to Kronos to keep all of the necessary leave buckets in sync.

### About Indeavor

Indeavor provides workforce management solutions to clients in manufacturing, energy production, government, and other continuous 24x7 environments. By combining our SaaS platform with custom, end-to-end workforce management solutions, we ensure your company can rely on having the right employee, in the right place, and at the right time.