



ESSENDANT™

Employee Life Cycle Support

TRUE SUPPORTIVE INCLUSIVE MODEL

Attraction

Follow through Community Partners

- Guaranteed Interviews, Informational Tours, and 360 Feedback with Community Partners

Onboarding

Weekly Check In's

- Performance, Absenteeism, Safety Infractions, Employee Engagement
- Weekly/Monthly/Quarterly Check-ins
- Training Documents/Standard Operations Procedures
- Daily Start Up Meetings

Separation

Community Partner Management Tool

- Email Communication with Community Partners (Job Openings + Donations)

Recruitment

Accommodations Support

- 8 Week Training Program (Task Build Up)
- Job Coaches are included

Development/Retention

360 Degree Communication

- Exit Interview
- Follow Through with Community Partners

TRUST THE PROCESS

THIS IS A LONG GAME!!!

Journey Started
January 2022



**Build Community
Management Tool**



**Weekly
Sustainability Calls**



**Scale | Leverage
Pilot Facilities**



**Build Project Team
Top-Down Buy-In**



**Enhance Recruiting,
Onboarding, & SOPs**



**Promote
Early Adopters +
Highlight Wins**



Progression of Alternative Hiring Program

Launched October 2022



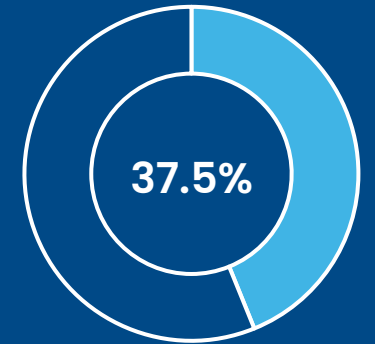
3 Months



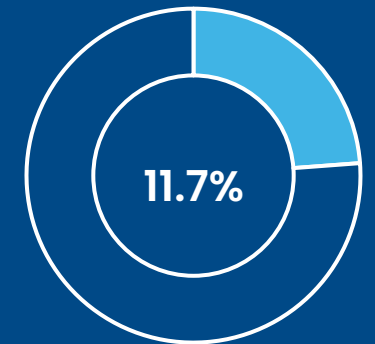
11 Months

=

15 Associates from Alternative Hiring Pipeline
Nov 2023



% of Alternative Hires in Outbound Shipping Department



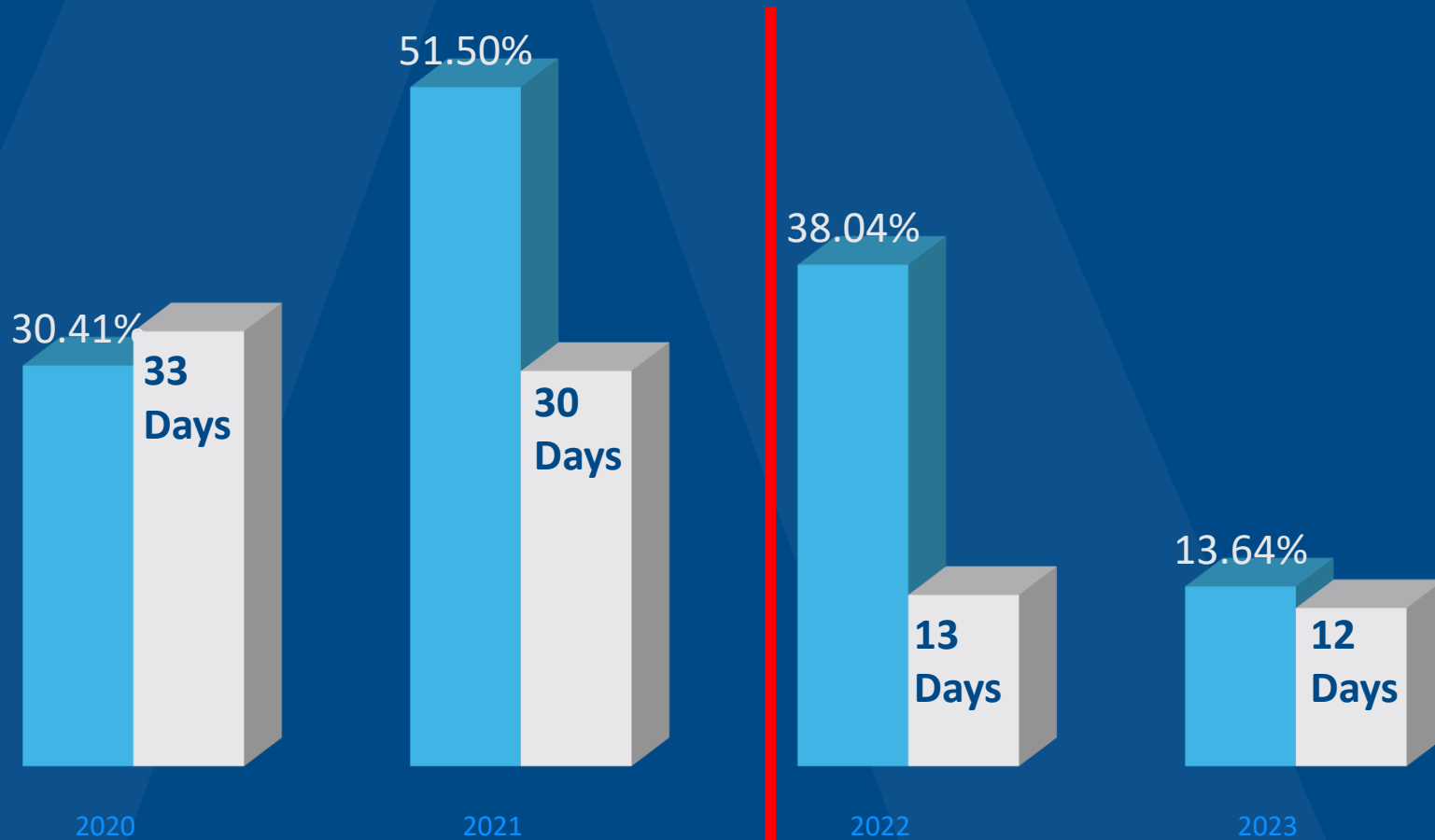
% of Alternative Hires In Facility

* 7 different internships (State Funded)

Perris, CA Retention Efforts

LEAN & Alternative Hiring Project

Comparison Year of Year | Perris Facility Health



Launch LEAN and Alternative Hiring Project

Turnover



- 2020 | 30.41%
- 2021 | 51.50%
- 2022 | 38.04%
- 2023 | 13.64%

Time to Fill Rate



Time job posted on Career Page → To Start Date of New Associate

- 2020 | 33 Days
- 2021 | 30 Days
- 2022 | 13 Days
- 2023 | 12 Days

Pilot Facility Alternative Hiring Data

Perris, CA Facility



Alternative Hiring Pipeline

Associates that have come through our Community Partners

**Data October 2022 - December 2022*

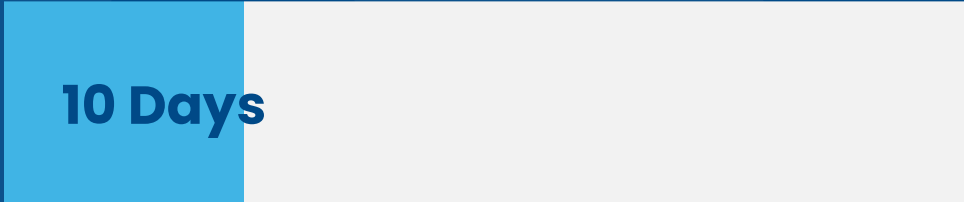


Traditional Hiring Pipeline

Associates that have come through traditional sourcing streams

**Data October 2022 - December 2022*

Average Total Time to Fill
(Publish to accepted offer)

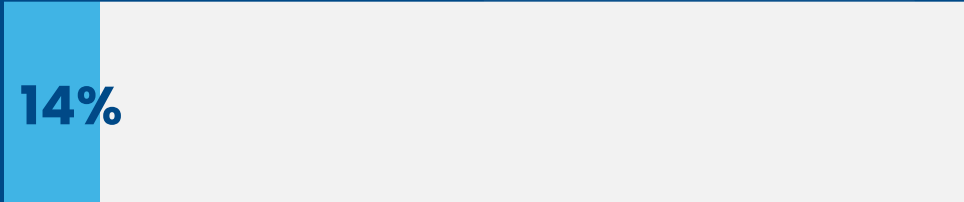


*After November 5th 2022***

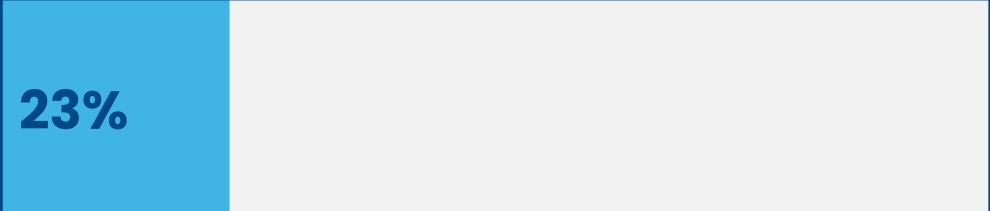


*Before November 5th 2022***

Turnover Rate New Hires



7 Associates



13 Associates

Speed to Onboarding → 0% Change

Self Identify → 100% Self ID

Developed Wait List → 5 Applicants

Associate Engagement → Employee of the Month

Outbound Shipping
Department First
Shift 12pm – 8pm
Perris Facility
*Data 1 Month Span
June 14th – July 19th*

**GROUP A
(3 Associates)
Alternative
Hiring Pipeline**

Metrics from 3 FTE
Associates on 12 pm
Start Time Shift



Performance Comparisons



**GROUP B
(6 Associates)
Traditional
Pipeline**

Metrics from 6 FTE
Associates on 12 pm
Start Time Shift





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Questions