

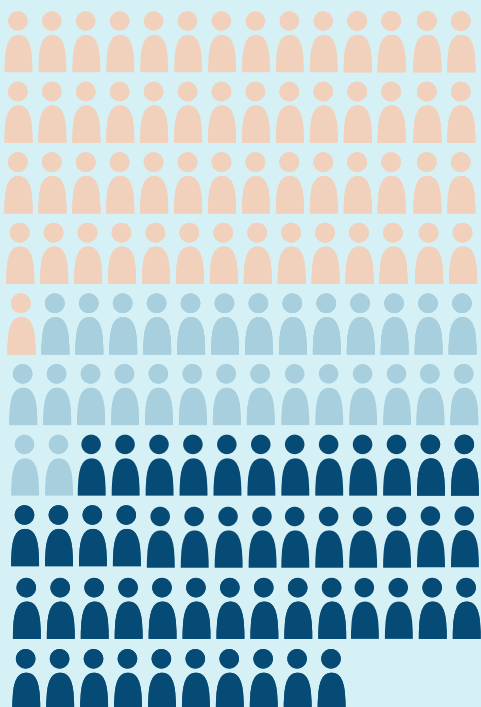
EclipseADVANTAGE

SUCCESS STORY

FULLY STAFFED, FULLY OPERATIONAL: The Impact of Onsite Staffing at AER-FLO

THE CHALLENGE

AER-FLO SPORTS, based in Lincoln, Alabama, needed to hire more than 50 associates to launch a much-needed second shift. The nature of the company's operations required a wide range of skillsets, making recruitment and retention especially challenging. Orders were pouring in, but without enough workers, particularly sewing machine operators and material cutters, the company struggled to keep up. Ironically, one of the most common reasons cited in exit interviews was the difficulty of performing the work itself. With numerous skilled positions left unfilled, existing staff had to complete tasks in a piecemeal fashion just to maintain progress. This caused a lack of consistency and delays in job completion time.



THE SOLUTION

To address the staffing crisis, AER-FLO SPORTS brought in Eclipse Advantage's on-site managed staffing solution. With their support, 50 new employees were quickly added to the existing workforce. Because AER-FLO lacked a dedicated human resources manager, the presence of an on-site staffing manager proved invaluable, providing consistent guidance, hands-on support, and a true partnership that streamlined the recruitment process.

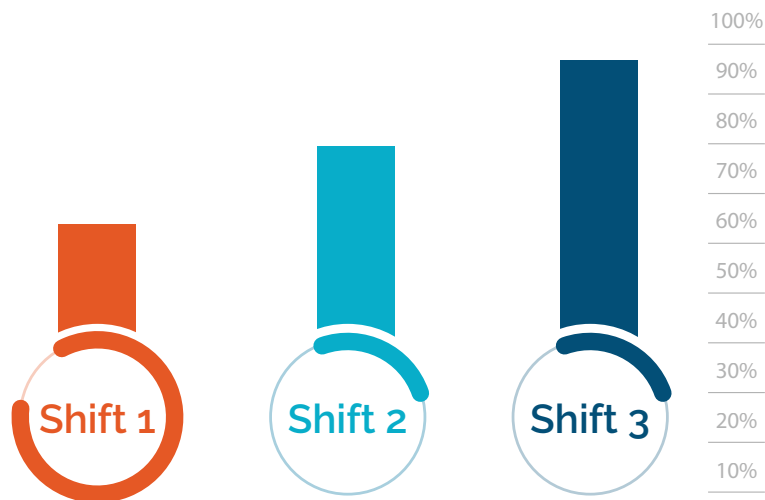
- Recruiting was strengthened through Eclipse Advantage's proven, repeatable processes—including on-site, online, and grassroots outreach within the community. A referral program was also introduced to attract reliable candidates.
- Interviewing procedures were standardized with job-specific fact-finding and assessments to ensure candidates were well-matched to their roles.
- Worker replacement issues were resolved more efficiently with an on-site manager who could promptly identify and replace underperforming associates, particularly those with attendance issues.
- Engagement improved through the implementation of an employee attendance incentive program, which helped increase reliability and morale among the workforce.

THE IMPACT

With Eclipse Advantage's support, AER-FLO successfully launched its second shift with a fully staffed and qualified workforce. Today, Eclipse consistently fills 97% to 100% of weekly orders, reinforcing AER-FLO's trust in our expertise.

The Eclipse Advantage on-site team quickly became a reliable extension of AER-FLO's operations. By taking time to understand the unique demands of each role, Eclipse streamlined recruitment and improved workforce quality. A proactive, on-the-ground approach allows us to anticipate needs and respond in real time, preventing fulfillment delays, downtime, and lost revenue.

What began as a staffing solution for one shift has now expanded into a partnership supporting all three shifts, a testament to the strength of this collaboration!



EXPANDING ECLIPSE ADVANTAGE SUPPORT:
From One Shift to Full Operations

"By taking time to learn our business model and using their expertise in the industry, Eclipse Advantage succeeded at quickly finding the dedicated, skilled recruits we needed. Additionally, their onsite staffing manager remains an extension of our team whom we rely on every day for staffing support."

— **Deidra Cromer**
Plant Manager, AER-FLO Sports

"We're so pleased at all we've accomplished with AER-FLO. Our fresh approach to recruiting and employee relationships has led to a dedicated team of qualified workers who are committed to being present and giving their best at every shift."

— **Miranda Martin**
Onsite Manager, Eclipse Advantage

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

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