



CAPSTONE
LOGISTICS



Seasonal Surge. Sustainable Workforce. Zero Disruption

When one of the world's largest snack and beverage producers faced skyrocketing seasonal demand, they needed more than a temporary staffing solution. They needed a reliable, performance-driven workforce that could scale fast, stay engaged, and keep operations running without missing a beat, season after season.

CASE STUDY

Performance Solutions

Workforce Augmentation

The Challenges

A world leader in beverage and snack manufacturing faced annual surges in demand. Reliance on temporary labor was leading to strain across production and distribution facilities because of inefficiencies, such as:



Seasonal Stress: Additional pressure on production and distribution networks was taking a toll during seasonal peaks.



Workforce Quality: Management was dealing with high turnover, inconsistent productivity, and elevated costs from frequent retraining.



Operational Instability: Seasonal hiring cycles led to frequent bottlenecks and service delays.



Consistency of Standards: Different outsourcing providers made it difficult to maintain reliable performance across multiple facilities.



Workforce Stability: Short-term staffing fixes were driving high turnover and low retention, counter to leadership goals.



Competing priorities: Operations faced ongoing pressure to balance productivity improvements with cost savings.



Schedule a
Meeting Today!



Results



35% Cost Savings
by leveraging local associates



Improved Operations
during peak seasonal demand



Improved Productivity
through Pay-for-Performance model



Reliable Workforce
with better retention and performance



Increased CPH
compared to traditional temp labor

Our Approach

Capstone designed and executed a retention-focused workforce solution that aligned with the customer's long-term operational strategy:

Local Talent Utilization

Rather than relying on distant travel teams, Capstone deployed tenured associates from nearby facilities. This reduced travel costs, shortened onboarding times, and provided associates with a deeper understanding of Capstone's operational standards.

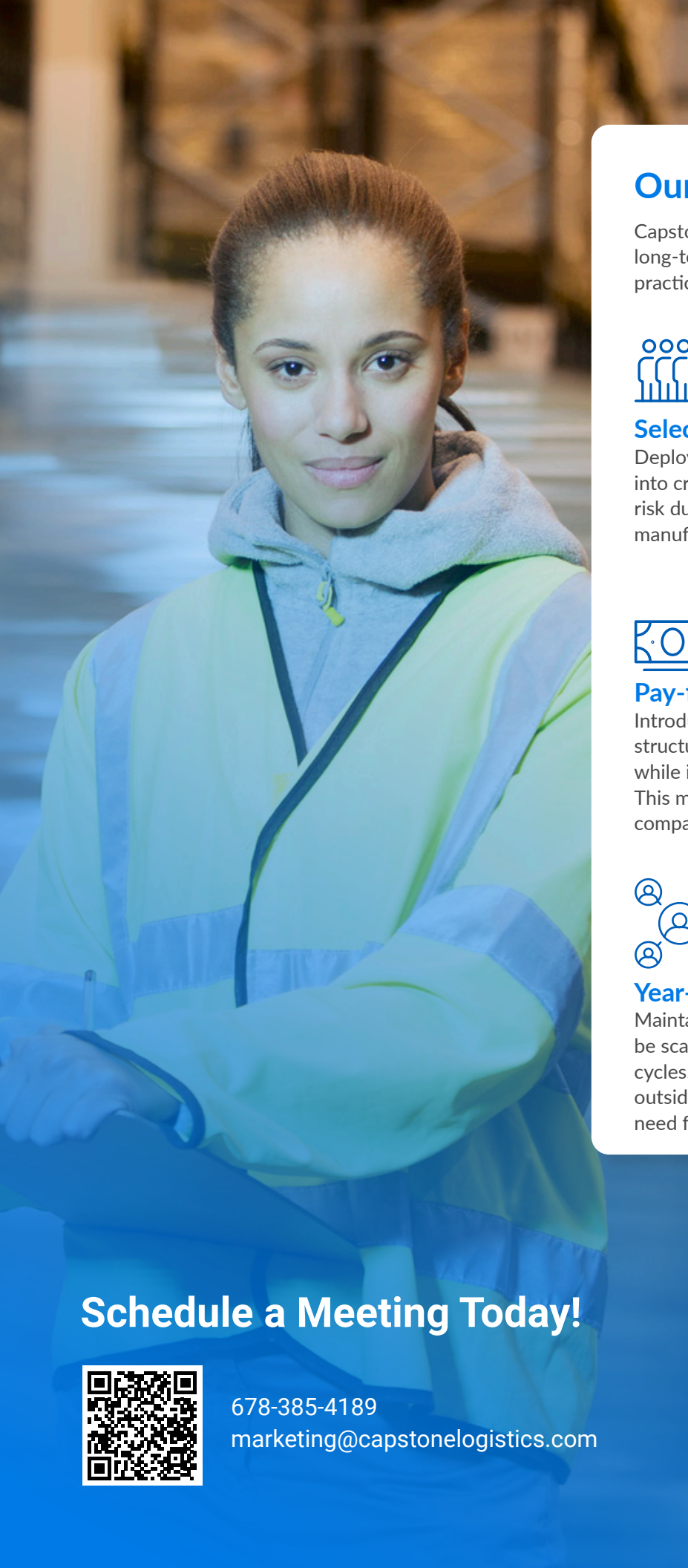
Strategic Compensation Model

To compete in the local labor market and retain skilled associates, Capstone developed a competitive pay structure. This approach ensured workforce stability while attracting experienced talent capable of handling seasonal surges effectively.

Retention-First Mindset

Capstone aligned with the customer's preference for workforce stability by developing a plan that sustained operations year-round. This strategy emphasized consistency and built a reliable foundation that extended beyond peak demand periods.





Our Solution

Capstone's solution delivered both immediate and long-term benefits by combining proven workforce practices with operational flexibility:



Selection Support

Deployed experienced, high-performing associates into critical operational roles. This minimized risk during seasonal spikes and allowed the manufacturer to maintain consistent service levels.



Pay-for-Performance Model

Introduced incentive-driven compensation structures that encouraged productivity gains while improving associate engagement and morale. This model improved cases-per-hour performance compared to traditional temporary staffing.



Year-Round Workforce Access

Maintained a flexible, skilled labor pool that could be scaled up or down depending on demand cycles. By keeping trained associates available outside of peak season, Capstone eliminated the need for retraining.

Schedule a Meeting Today!



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