

# Making Direct Hiring Affordable & Effective with a Pay-as-You-Go Approach

SUCCESS STORY:

Global Fortune  
500 Food Industry  
Corporation



## Simplifying Direct Hire with Flexible Payments and Reduced Placement Fees.

Our client is a Fortune 500 American multinational corporation operating in the food industry. They are the world's second-largest processor and marketer of chicken, beef and pork, annually exporting the largest percentage of beef from the United States.

The client's facility is situated 30 minutes away from the nearest major hub, making it less accessible than many competitors. Additionally, they operate in a cold environment and face screening mandates that affect their hiring process. These challenges created a significant hiring bottleneck, with the client needing to recruit over 30 employees quickly to meet their operational demands.

Recognizing our client's unique circumstances, BelFlex devised a tailored solution to address their hiring needs. Instead of the traditional temp to hire model, BelFlex proposed a direct hire program. This way, the client benefits by filling open positions with quality talent and avoiding the large, upfront payment for new talent they are unfamiliar with.

**Over the course of 15 months, BelFlex successfully filled a total of 144 direct hire positions for the client, allowing them to achieve full staffing.**

CLIENT

CHALLENGE

SOLUTION



### **“A unique solution for an old problem!”**

We were nearly 200 people short coming out of COVID as a large food manufacturing company in Northern Kentucky. Our first thought was the traditional temp to hire model and BelFlex suggested a direct hire program to help us fill our immediate needs. This program enabled us to augment our corporate recruiting team by leveraging their market presence. This was the horsepower we definitely needed to help fill our roles quickly with the help of the multiple BelFlex offices that were assigned to our account. We were able to attract a new pool of candidates since we were able to offer our benefits and payroll new hires day one as full-time employees. We also experienced better retention over our previous temp to perm model due to the quality of the candidate and it is a definite win for not only the employer but the new employee also.

**I would definitely recommend this new model to anyone who is looking to hire beyond seasonal associates.”**

— HR Manager

### **What is Pay-as-You-Go?**

Pay-as-You-Go is a direct hire model that offers extended payments and removes hefty upfront placement fees. Additionally, many entry-level manufacturing and logistics positions, which typically have high turnover, come with discounts, reducing the risk of steep placement fees. If an employee quits or is terminated during the payment period, extended payments are halted. This model has provided flexibility and relief to numerous BelFlex clients navigating hiring challenges amid economic changes.



**Interested in learning more about our Pay-as-You-Go model? Contact your BelFlex Representative Today!**