



# Molding Culture Using Community

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*Midwest Molding*





# Midwest Molding: HR Challenges and Potential Solutions

- Legal Compliance
- Clerical Errors
- Manual Based System
- Recruitment Challenges
- Payroll



# Legal Compliance

- I-9 Compliance
- ACA Reporting
- SSN Verification



# Clerical Errors

- Incorrect direct deposit errors
- Inputting incorrect tax information



# Manual Based System

- Too much paper!!!
- Separate files for employee, medical, etc.
- Handbook Maintenance
- Reporting



# Recruitment Challenges

- \$ 400.00: per SHRM to process paperwork and admin tasks
- \$ 1300.00 new hire training
- Multiple advertising subscriptions



# Payroll

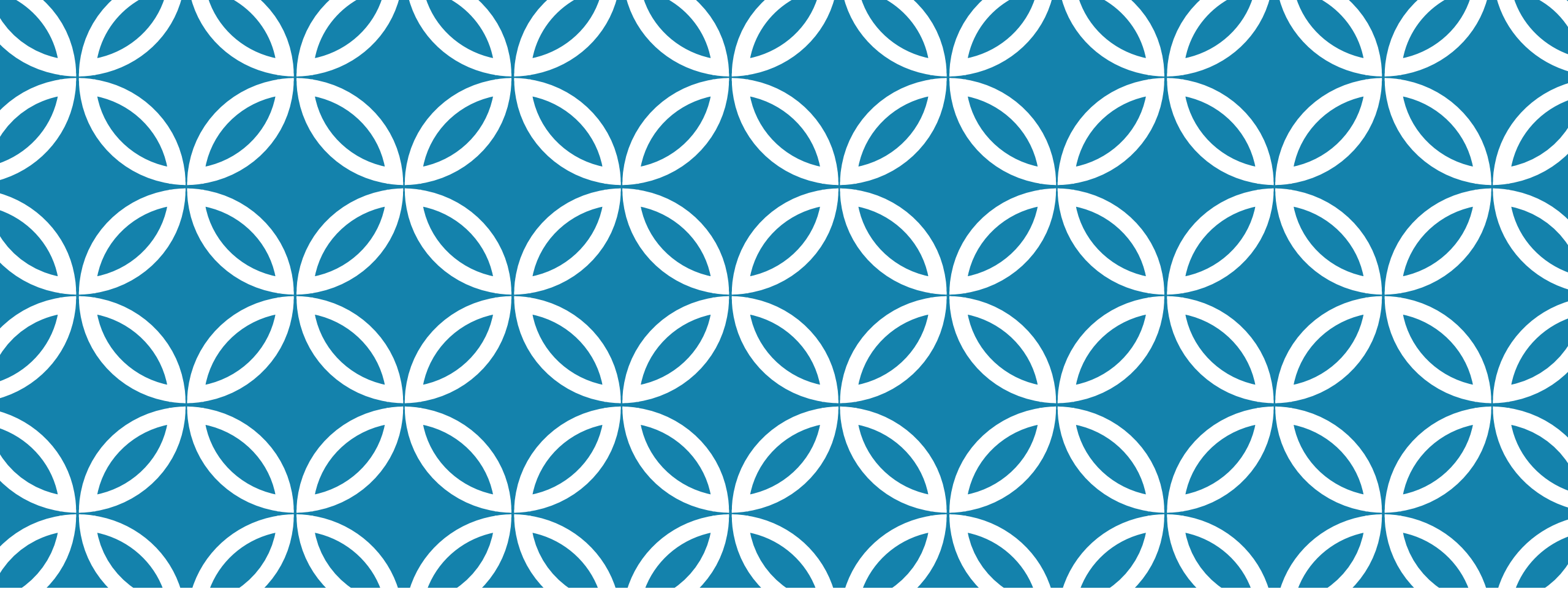
- All day to do payroll!!!
- Input manual data in 2 different systems!!
- Support/ client services





# Let's go with Paylocity

- **Onboarding** - saves us via automation of hundreds of hours of work
- **Recognition** with Impressions - Focus on showing appreciation with peer recognition
- **Social Hub** - Without email to communicate, we leveraged Paylocity's social collaboration hub, Community
- **Learning** - Added development opportunities for our employees using Paylocity Learning with custom training
- **Performance** - Create ongoing "check-ins" using Journals to bolster engagement



# HOW TO KEEP THE TALENT YOU WORK SO HARD TO FIND

**Kristi Stuetzer**  
**Vice President of HR**  
**Revere Plastics Systems**

What are you grateful for today?



# WHO IS REVERE PLASTICS SYSTEMS?

- Plastic injection molding company started almost 50 years ago
- Based in the Midwest of North America with 8 locations
- 1,200 employees many of which are hourly
- Private equity owned with aggressive growth plans

# HR CHALLENGES

- Competition for manufacturing talent with large BLUE CHIP companies and suppliers in the communities we operate in
- Difficulty building and maintaining culture due to
  - targeted entry-level candidate pools
  - physical distance preventing connection, communication, or collaboration

## Key Takeaway

- We desperately needed to reduce TURNOVER – but HOW?

# WHAT THE !#?% ARE WE GOING TO DO?

## Confront the Brutal Facts, Yet Never Lose Faith

- Leadership had a false sense of engagement
- Surveyed our employees and less than 1% responded
- Showed that our team was disconnected across all locations
- Minimum of \$1,500 to replace a worker –we replaced over 500 a year (EEK \$750K)

How do  
YOU  
calculate  
turnover?

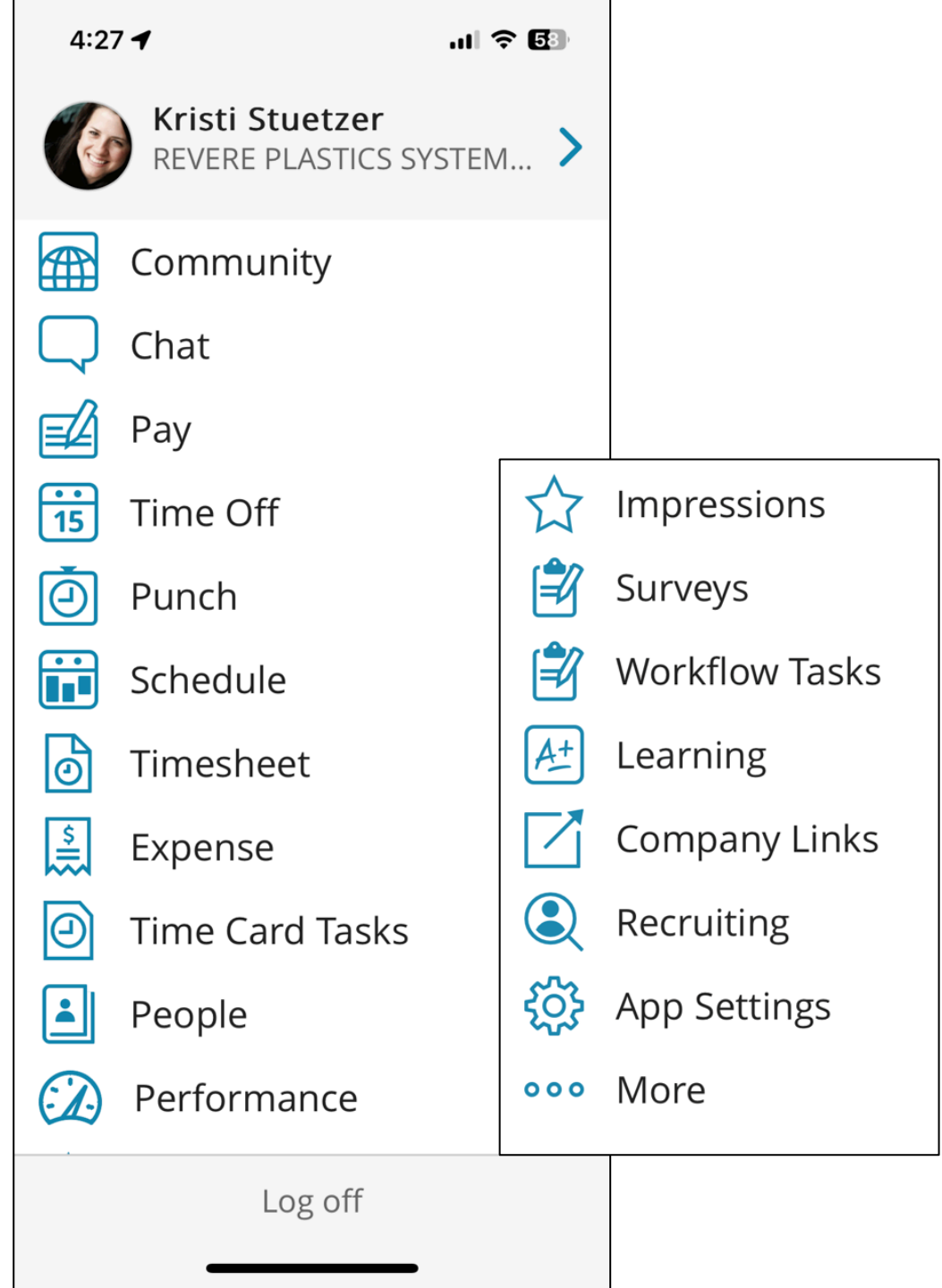
Scan QR Code for SHRM  
Cost of Turnover  
Calculator



# AUTOMATE COMPLIANCE

## One Stop Shop –

- **Onboarding** - via automation saves 100s of hours of work
- **Learning** - Added development opportunities for our employees using Paylocity Learning with custom training
- **Performance** - Create ongoing “check-ins” using Journals to bolster engagement
- **Recognition** with Impressions - peer recognition
- **Social Hub** – no email? No problem!




# PEOPLE-IFY THE NON-AUTOMATABLE

- **Create connections**
  - **Partner with Business Leaders** to improve performance
  - **Build relationships** with all team members
- Express Gratitude

## THE RESULT...

Reduced turnover by 70% with more engagement and improved culture



Our HR Team focuses on what matters through the effort of people, rather than compliance.



# THE END

Kristi Stuetzer

Vice President of HR

Revere Plastics Systems