



Pre-Employment Screening Transformation Across 19 Locations

Reducing Candidate Drop-Off and Accelerating Time-to-Hire

90%

**Reduction in Candidate
Loss**

<72hr

Testing Turnaround

19

Locations Standardized

Fragmented Process Slowing Hiring and Increasing Risk

A multi-location employer faced compounding inefficiencies across 19 sites. Slow turnaround times were driving candidate attrition while decentralized records created measurable compliance exposure.

Candidate Attrition

Post-offer testing turnaround frequently exceeded 2 weeks, causing candidates to withdraw before onboarding was complete.

Compliance Risk

Manual, site-level record management created inconsistencies that failed audits and jeopardized commercial opportunities.

Administrative Burden

HR teams were absorbed in coordination tasks, scheduling, follow-up, and record retrieval, at the expense of strategic work.



Centralized, Managed Pre-Employment Program

Examinetics deployed a fully managed service model, assuming end-to-end ownership of the screening program across all 19 locations; replacing fragmented, manual coordination with standardized, accountable workflows.



Clinic Scheduling & Candidate Communication

Examinetics took direct ownership of scheduling logistics and candidate outreach, ensuring follow-through and completion rates at every site.



SourceLink Platform Centralization

All medical records and screening data were consolidated into the SourceLink platform, providing a single source of truth across all locations.



Standardized Workflows Across 19 Sites

Uniform processes replaced location-specific variation, reducing risk, improving visibility, and enabling consistent compliance posture enterprise-wide.

Measurable Impact Across Hiring, Compliance, and Operations

Faster Hiring & Retention

- Turnaround reduced from **2+ weeks to under 72 hours**
- Candidate drop-out decreased by **90%**
- Onboarding velocity improved across all 19 sites

Compliance & Audit Readiness

- Centralized data enabled rapid, compliant OSHA audit response
- Non-compliant manual processes eliminated enterprise-wide
- Consistent documentation reduced regulatory exposure

HR Efficiency

Administrative coordination burden reduced significantly, freeing HR capacity for strategic priorities.

RFP Competitiveness

Demonstrable compliance posture and program rigor strengthened positioning in commercial bid processes.

Operational Consistency

Standardized workflows across all locations eliminated variance and site-level risk.

Why It Worked

The transformation succeeded because it addressed root-cause operational failures, not surface-level symptoms. Centralized ownership, proactive coordination, and unified data created compounding improvements across hiring speed, compliance, and commercial performance.

→ **Centralized Program Management**

Replaced fragmented, site-level processes with a single accountable operating model.

→ **Proactive Candidate Coordination**

Direct outreach and follow-up drove completion rates and eliminated attrition at the post-offer stage.

→ **Standardized, Scalable Workflows**

Uniform processes across 19 locations reduced variability, compliance risk, and administrative overhead simultaneously.

→ **Unified Data for Audit Readiness**

A single platform for records eliminated retrieval delays and ensured defensible compliance documentation at all times.

→ **Hiring Speed as a Business Lever**

Sub-72-hour turnaround directly supported workforce planning, onboarding velocity, and downstream commercial competitiveness.