

Nimble Contingent Worker Services Strategy Saved Fast Growth Company 16%



Lime's rapid growth led to a need to source contingent workers while maintaining costs - a challenge when there was no standard process in place. Coupa Advantage connected Lime to TalentBurst which was chosen to onboard and manage day-to-day operations for needed workers resulting in combined savings of 16% through claim savings, improved daily management, and hiring efficiencies.



Challenge

- Needed a nimble partner who could support a large population of contingent workers and quickly adjust to Lime's seasonal needs.
- No standardized process in place for hiring and managing contingent workers.
- Manual timekeeping led to inaccurate and delayed payroll, and high costs caused by too many workers' comp and sick time claims.



Results

- TalentBurst developed an efficient process to hire and manage contingent workers and was able to lower contracted payroll markup by 11%.
- Through correct worker classification, fast claim cycle times, and dedicated day-to-day operations support, Lime saves at least 5% on their workers' comp insurance costs.
- High velocity hiring tech stack and process resulted in roughly 4,000 hires over three years.