



case study: human resources outsourcing

the challenge

Becton Dickenson and Company (BD Medical), a worldwide leader in medical devices faced a daily challenge, to be efficient, organized and profitable. BD Medical was faced with the need to increase and maintain profitability margins, but was bogged down by the day-to-day tasks of human resource management. These tasks such as employee recruitment, payroll and benefit administration were keeping them from doing what they do best.

the solution

The Keystone Group's primary objective was to provide BD Medical with a bridged staffing service between that of traditional staffing and full time contract employment. The Keystone Group could do this by providing an array of services such as employee recruitment and retention, creation of job descriptions and policies, payroll and benefit administration. The ability to develop and customize processes specific to each client's needs helped to move the business to the next level. The Keystone Group also administered all FMLA, Cobra, Worker's Compensation and Unemployment issues.

the result

By using the services of The Keystone Group, BD Medical was able to reduce employment liability. The BD Management team utilized the

Keystone Group's full suite of services allowing them to focus on production. In addition, the sharing of benefit costs along with the day-to-day human resources functions added to the client's bottom line.

testimonial

Todd Zeller, Plant Manager with BD Medical states, "BD Medical has been using The Keystone Group services for the last ten years and is overly impressed with their services. In the past, we have tried other staffing agencies and have struggled with invoices, associate retention, and slow ramp ups with special projects and overall associate morale.

Since our products are medical devices, they require a high degree of quality at the right cost, and sometimes in very tight time constraints. I believe because of The Keystone Group's professionalism and their onsite HR services, they have allowed our facility to continue our competitive advantage. One example of this is when they took the lead in ramping up a special project. We were able to meet the markets needs and exceeded their expectations by completing the project two months early."

Another plant manager further states, "The Keystone Group has developed an in depth understanding of Becton Dickenson and Company's mission, operational philosophy and perhaps most importantly, company culture."