

Case Study

**Top 10 US fruit
farming company
streamlines HR
and compliance
processes.**



How do you ramp up your workforce during peak seasons more efficiently?

This company needed to boost efficiency across the enterprise.

As a busy global fruit farming and production company that ships hundreds of thousands of tons of produce each year, the company's executive team made the strategic decision to invest in process automation to help streamline everyday activities, ensure compliance to industry regulations, and keep processing costs low.

"As regulations and complexities continue to mount in our industry, we have to look at ways to ensure compliance, while reducing labor-hours associated with manual audits and processes," said the company's Human Resources manager. "We need our teams to focus on our employees and other business needs, and Upland allows us to free up those critical, limited resources."

They implemented Upland AccuRoute and FileBound solutions in record time.

Implemented in just over four weeks, Upland's Employee Lifecycle Automation solutions allow the company's Human Resources team to significantly reduce the time taken to audit hiring contracts, while also compliantly storing documentation on thousands of new and returning seasonal workers.

"For us, there is nothing more important than our employees, as we are nothing without them. Our teams work together to produce an outstanding product. The efficiencies that Upland helps us drive in the background play a large part in that."

– Director of Human Resources



FileBound forms increased visibility for compliance and ensured compliance with FDA requirements.

Upland AccuRoute and FileBound solutions improved efficiency across departments and teams.

- The Company's Human Resources team digitized their employee files and implemented processes to streamline the ongoing management of employee records.
- Looking to onboard 4,000 seasonal, migrant employees in only four months, the team increased their speed of hiring while reducing the burden of auditing their new-hire paperwork by digitizing the onboarding process. What took a small team five weeks to accomplish is now overseen by a single person thanks to automation.

- The company expanded its solution to Food Safety and Compliance, where FileBound is used as system of record for critical compliance documents, providing employees a single, up-to-date system to check report logs and find accurate forms and checklists.
- Forms give the compliance team visibility into the tasks completed and ensures compliance with FDA requirements — ultimately giving the company confidence in the product it is delivering to customers.

The company relies on Upland for business-critical processes.

"We need the ability to ramp up our workforce during growing and harvest seasons, which means we need to be adaptable and have systems in place that help us be efficient and compliant," said the Director of Human Resources. "The legal risk associated with incomplete new-hire paperwork, especially work contracts, in an increasingly complex environment meant dedicating countless man-hours to auditing paperwork for completeness. Upland's solutions significantly reduce that time and are a reliable solution to help our staff complete these business-critical processes."

Upland FileBound delivers document and workflow automation applications that improve the operation of any organization by connecting users with the information they need to work more efficiently and effectively. With FileBound, customers can build automated workflow processes and centrally manage documents to improve compliance, collaboration, and access to information.