

# Flexible Workforce Compliance

*An Essium Case Study in Compliance Strategy*

*Featuring Matura Farrington*

The logo for Essium, featuring the word "ESSIUM" in a bold, sans-serif font. The "E" is red, and the rest of the letters are blue. The "i" has a red dot.

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## The Client

Matura Farrington is a Los Angeles-based staffing services company providing direct hire and temporary staffing assistance to California business since 1994. In its mission to “match employers with employees to form successful work relationships,” Matura Farrington manages a work force of temporary employees and is committed to complying with broad and stringent local, state and federal regulations and laws. The brand needed a workforce compliance solution that could meet the unique challenges related to temporary staffing services.

Karen Farrington, co-founder and vice president of Matura Farrington, spear-headed the search for a workforce compliance solution that expanded upon the capabilities and customizations of other platforms.

***“I needed a company that was small enough to appreciate flexibility. Large suppliers are cookie cutter and cannot customize.”***

*Karen Farrington, Vice President*

Strategically, Matura Farrington needed a solution that was both strong and flexible, able to meet the needs of a high-performing HR department with the customization of a proprietary system. Tactically, it needed a workforce compliance solution with intelligent document management and legally binding e-signature capabilities not offered by “big box” vendors. It also sought to manage and monitor the new hire onboarding process from a single user dashboard.

### **Matura Farrington needed a solution capable of:**

**Keeping critical documents organized and readily accessible** – The very nature of direct hire and staffing services necessitates a heavy paperwork load for each placement. Tracking these documents and ensuring their compliance at all times requires an organized file system that facilitates a fluid process from start to finish.

**Managing and tracking the new hire onboarding process** – Managing internal and external new hire processes is challenging enough as it is. Matura Farrington needed transparency into these processes to quickly and concisely assess progress and identify bottlenecks in the process.

**Flexibility and customization** – Every company is unique, yet enterprise technology solutions are often rigid, providing little (if any) customization options to meet the needs of users. Having used “big box” solutions previously, Matura Farrington sought to find a workforce compliance solution that combined key functionality and a personalized approach to implementation that ensured critical needs were met.



***“I was also impressed with the speed at which the team got us up and running... [they were] fast and ready to make changes daily – I never waited for anything to get done.”***

*Karen Farrington, Vice President*

### **The Solution**

Understanding Matura Farrington’s unique need set was the first step in creating an optimal solution for the team. A dedicated solution team worked with Karen to identify shortcomings within the team’s existing tools and how the agile XENQU platform could expand upon those capabilities. From flexible electronic signature features to accessible-yet-secure document management, the solution team worked with Matura Farrington to plan, build, and deploy a hyper-customized instance of the XENQU platform.

### **How Essium helped:**

**Smart Document Management** – Centralized and secure file management features keep critical documents within easy reach at all times. Organized filing helps to reduce manual document searches while “smart bots” audit files for completeness and compliance 24/7, saving time and reducing workforce compliance risk.

**Legally Binding E-signatures** – Intelligent electronic signature features meet non-repudiation requirements, locking all data onto completed forms and invalidating signatures upon post-signing changes. XENQU provides proof of the integrity and origin of data by applying industry standard cryptographic algorithms, assuring generated PDFs retain the same validity provided by documents within the system.

**Real-time Tracking of Onboarding Progress** – A centralized administrative dashboard enables real-time visibility into Matura Farrington’s onboarding programs. From document deadlines to data validation, team members can access a multi-point overview of the full new hire experience.

**Solution-based Customer Service** – A dedicated customer success team supported the implementation at Matura Farrington, working closely with the team to identify, plan, and build specifications that met the unique needs.

**Fast Set-up & Onboarding** – Accelerated up-time and training allows HR teams to start leveraging XENQU’s powerful suite of tools in less time, saving time and effort in daily operations.



***“My biggest compliment is that the team is very ‘can do’ motivated. I rarely heard ‘no’ in the implementation process. The team was willing to make significant system wide changes based on my recommendations. This is not normal in software – you usually get what you get.”***

*Karen Farrington, Vice President*

## **Matura Farrington & Essium: A Partnership for Success**

Unlike other workforce compliance solutions, continued partnership is at the core of Essium's mission. Working closely with clients like Matura Farrington before, during, and after implementation allows Essium to address the unique needs and challenges of each HR team as they evolve into the high-performing HR departments they were always meant to be. The result is a solutions-focused approach that empowers clients like Matura Farrington to do more with less time, effort, and headaches.

***“Karen and the Matura Farrington team are doing incredible things in the direct hire and staffing services space. As a high-performing department, they needed a solution that was as agile and powerful as the team itself. Karen knew what was needed to take her HR operations to the next level and our team collaborated with her to take her vision from concept to reality. Clients like Matura Farrington are why we love what we do!”***

*Ben Olson, Chief Technology Officer  
Essium*

Want to take your HR operations to the next level like Matura Farrington? Contact us to start crafting your custom workforce compliance strategy today!