

HR FOR HIRE

ABOUT GUARDIAN CSC. Guardian CSC is a full-service water technologies company offering a broad spectrum of chemical products, water system equipment, and services for potable water, boiler water, cooling water, process water, and wastewater systems in commercial and industrial applications. The company is also co-located with Ketrick Technical Services and can provide a full complement of water treatment products and specialty formulations to meet the specific needs of our customers.

THE CHALLENGE. Guardian was growing quickly and needed help hiring quality employees. They not only wanted to increase their workforce to accommodate the increased sales but leadership also wanted to be able to continue their own hiring, which required a plan that could be executed repeatedly in a sustainable fashion. For help Guardian turned to MANTEC, part of the Pennsylvania MEP and the MEP National Network™.

MEP CENTER'S ROLE. MANTEC stepped into the role with initial assistance for hiring new employees and the process involved. After that initial hiring process, MANTEC continued supporting Guardian CSC through a series of HR training that enabled Guardian to hire new employees in an effective and professional manner.

"I was in over my head as a small business owner, so I called MANTEC. MANTEC continues to be our trusted partner when times get hard running our business. Our company was growing so fast, and we didn't have the proper policies and procedures to support the hiring process. MANTEC stepped in and updated our policy manual, created procedures for hiring, trained our management on the procedures and policies, and facilitated all the interviews to get us back on track so we didn't lose viable candidates. We filled positions, increased our employment by over 30%, and have an incredible retention rate due solely to this project and all the valuable time MANTEC spent training us. I give all the credit to MANTEC for turning us around in this challenging growth period. I absolutely could not run this business without MANTEC!"

-Melissa Holler, Vice President

RESULTS



Over **30%** increase in employment



85% job retention



30% time savings per new hire due to increased hiring process efficiency

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