

FEATURING THE OPERON GATE™.

THE CUSTOMIZED SOLUTION FOR COST-EFFECTIVE PRODUCTION LABOR.



INTRODUCING THE LEADER IN HEALTHCARE PRODUCTION STAFFING.

Operon is the leading provider of temporary production labor and workforce solutions to healthcare product manufacturers. By focusing solely on the labor needs of medical device and life science companies, we have developed a greater understanding of how to meet those needs and ensure consistent quality in the delivery of skilled workers.

Everything we do is customized to your exact requirements, policies and preferences. Our primary goal is to help you achieve more cost-effective, quality production on a consistent basis. We achieve this through a series of proven processes and solutions:

Needs Identification – Comprehensive documentation of your labor needs, covering responsibilities and expectations; required skills, aptitudes, process knowledge, and experience; assignment details, and internal policies/protocols.

The Operon Gate™ – Our customizable recruiting, screening, training & orienting process. It is second to none in vetting and preparing candidates for the specific requirements of your production environment.

On-Site Management – The industry standard for reliable screening, selection and coordination of your contingent labor. All managers have deep experience in resource management and vast knowledge of healthcare production. Responsibilities include administering The Operon Gate, managing scale-up or scale-down on short notice, performance reviews, providing metrics, and fostering a culture of continuous improvement.

Quality Management System – Our internally-developed, web-based tool for performing and documenting all procedures and accessing all client-specific instructions, forms and other documents. Every work instruction is clearly outlined to facilitate consistent execution of The Operon Gate and to ensure clear understanding of our client's processes, from site to site, and coast to coast.



CONTROLLING COSTS WHILE MAXIMIZING PRODUCTION.

Cost control is arguably the top priority for healthcare product manufacturers, and using temporary labor to scale-up or down during production fluctuations makes considerable sense. However, without the right staffing partner and candidate screening process, you may be setting yourself up for quality and compliance problems, not to mention significant training burdens. All of which can actually drive up costs and negate the savings you achieve by controlling wages and benefits.

With Operon and The Operon Gate, you can count on the most industry-qualified, pre-trained labor available. This lowers your risk of quality and compliance issues, while reducing the burden of training and orientation on your supervisors. It all adds up to **significant cost and risk take-out while achieving your production, quality and compliance objectives.**

Operon On-Site Managers.
Picky about quality.

THE OPERON GATE™. THE PROVEN PROCESS FOR BETTER PERFORMANCE.

At Operon, we make the investment up-front to tailor a candidate screening, training and orientation process to your specific requirements, policies and expectations. We call this process The Operon Gate. Our approach is to verify and/or develop the qualities you seek in a production worker through a series of five comprehensive and discerning steps. Some candidates make the cut, others don't. But those who do are the most prepared and reliable workers for the job at hand.



Prior to hire, we use E-Verify to confirm all candidates' eligibility to work in the U.S.

THE OPERON GATE™

RECRUITING

- Large database of pre-screened applicants.
- Active referral and incentive program.
- Targeted internet postings, print ads, and social media.
- Convenient application and interview process.

QUALIFYING

- Detailed background documentation and reference checks.
- Wide range of skill/aptitude tests, including reading, manual dexterity and mechanical aptitude.
- Assessment of work ethic, attitude, endurance and other traits that can affect productivity.

TRAINING

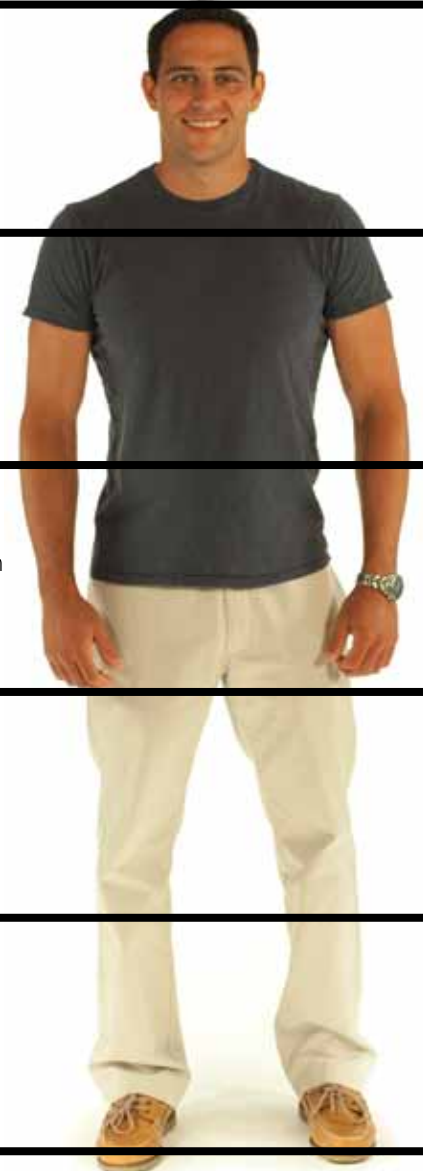
- Classroom or hands-on training covering your manufacturing processes.
- Full library of audio-visual training programs explaining cGMP/QS, Gowning, Clean Room Protocols, Management Systems (ISO 13485), DMR/DHR, Lean Six Sigma and more.
- Mandatory safety training.
- Follow-up testing and evaluation.

ORIENTING

- Tailored to your company policies and protocols.
- Includes Rules of Conduct, Safety Policies, Security Procedures, Evacuation Procedures and all other company policies.
- Covers work days and shift times, reporting procedures, benefits, facility maps, and all other job-related information.

MANAGING/MEASURING

- Routine worker performance reviews.
- Client and employee surveys.
- Quarterly Program Reviews.
- Program metrics to track usage and order summaries, order/assignment fill ratios, overtime usage, temp-to-hire rates, turnover statistics, and more.



MAKING THE TRANSITION EASY.

Changing staffing firms shouldn't be complicated or risky. Nor should it take a lot of your time and effort. Operon makes it easy. Backed by many years of transition experience with many healthcare product companies, we provide **a proven blueprint for transition simplicity, efficiency and success.** We facilitate the conversion of any current temporary employees in accordance with American Staffing Association (ASA) guidelines. We develop a comprehensive Implementation Plan and set up time & data collection systems. And we handle all the details of account set-up for you, so all you have to do is review and approve.

SEE OPERON IN ACTION.

With our "On-Site Overview", we invite you to one of our on-site managed locations, where we walk you through the steps of The Operon Gate, show you our Quality Management System, and give you a good sense of how Operon operates. We can also arrange for you to speak with the site's Human Resource and Operations Managers to get their first-hand perspective. It's all designed to help you better understand our value and make a more informed decision.



Discover a more reliable relationship for all your contingent labor needs. Call Operon today.

Corporate Offices

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A RECORD OF MEETING OUR PROMISES.

- 100% renewal rate with all healthcare clients for the past 10 years.
- 98% average fill-rate.
- 100% customer satisfaction based on client surveys.
- 8.5 average years of service for On-Site Managers.

"Operon's training and orientation capabilities have demonstrated a depth of insight and sensitivity to our industry like no other."

– **Jim Fitzgerald, VP of Operations**

Atrium Medical Corporation (Maquet/Getinge Group)

"Your contribution, as a strategic partner, have continually helped us improve our operational productivity, which takes the cost out of the process!"

– **Robert Brand, Senior Director, Corporate Human Resources**
Nypro, Inc.

LET'S GET TO WORK.

Why not contact us to schedule a formal meeting or On-Site Overview today?

info@operonresource.com

978-937-8887

For more information about our industry experience, advantages and range of cost-effective solutions, visit

www.operonresource.com