

2,000 Employees in Five Days or Less HR Cloud Helps MCO Hit an Aggressive Onboarding Goal

Mega International, LLC



MCO's core mission is to create value for all stakeholders by identifying and delivering innovative and transformative changes within Regent portfolio companies.

One of MCO's most recent acquisitions was La Senza, a lingerie and intimate apparel brand with more than 2,000 employees in the U.S. and Canada. In many ways, this purchase was the perfect embodiment of MCO's investment strategy, yet it also presented one challenge: How to quickly, accurately, and cost-effectively onboard all of these employees? Fortunately, a fundamental principle at MCO is that technology should be a strategic enabler for every business.

**Company:**

MCO

**Industry:**

Global private equity services

**Number of employees:**

10-50

**Challenge:**

As part of a company acquisition, Regent and MCO needed to onboard all of La Senza's employees—quickly, accurately, and in a way to ensure compliance.

**Solution:**

HR Cloud's Onboard solution enabled MCO to onboard 90% of La Senza's employees in five days or less, a significant improvement over the 80% goal Regent originally set.



“We needed an onboarding solution we could deploy in a month or less. Yet it was also important that this solution would be able to offer power HR capabilities we could use to manage these employees in the future. HR Cloud’s Onboard was the only solution that could deliver.”

Ivana Placko

Product Manager / MCO

The answer was HR Cloud’s Onboard solution. MCO found that this cutting-edge HR solution could be implemented much faster than any other competitive offering while still delivering the right mix of features, functions, and capabilities to hit all of its onboarding objectives.

Fast today, but built for tomorrow

Ivana Placko, MCO’s Senior Product Manager, describes her company’s goals in more detail. “Our biggest need was to onboard La Senza employees as quickly as possible,” she explains.

“To do this, we needed an onboarding tool that we could deploy in a month or less. Yet it was also important that the technology we picked would offer powerful HR capabilities we could use to manage these employees in the future,” she continues. “HR Cloud’s Onboard was the only solution that checked all of these boxes.”

MCO conducted a thorough vendor evaluation, but quickly realized the majority of competitors’ implementation times would take too long. “Most

vendors were projecting go-live dates of a year or more,” Placko recalls. “That just wouldn’t work—we needed to get La Senza employees into our system much faster than that.”

This effort would require workers to complete and submit employee agreements, payroll information, I-9 forms, and more. These steps could be too time-consuming and error-prone if MCO attempted to collect information manually or using paper documents. It was important to onboard new employees using HR technology because MCO wasn’t sure the existing data was completely accurate.

Additionally, MCO needed to make sure it would be in compliance with many different payroll and labor regulations—no small feat considering each U.S. state and Canadian province had their own requirements.

HR Cloud stands apart

HR Cloud was more than up for the task. Placko remembers that MCO was so impressed with the

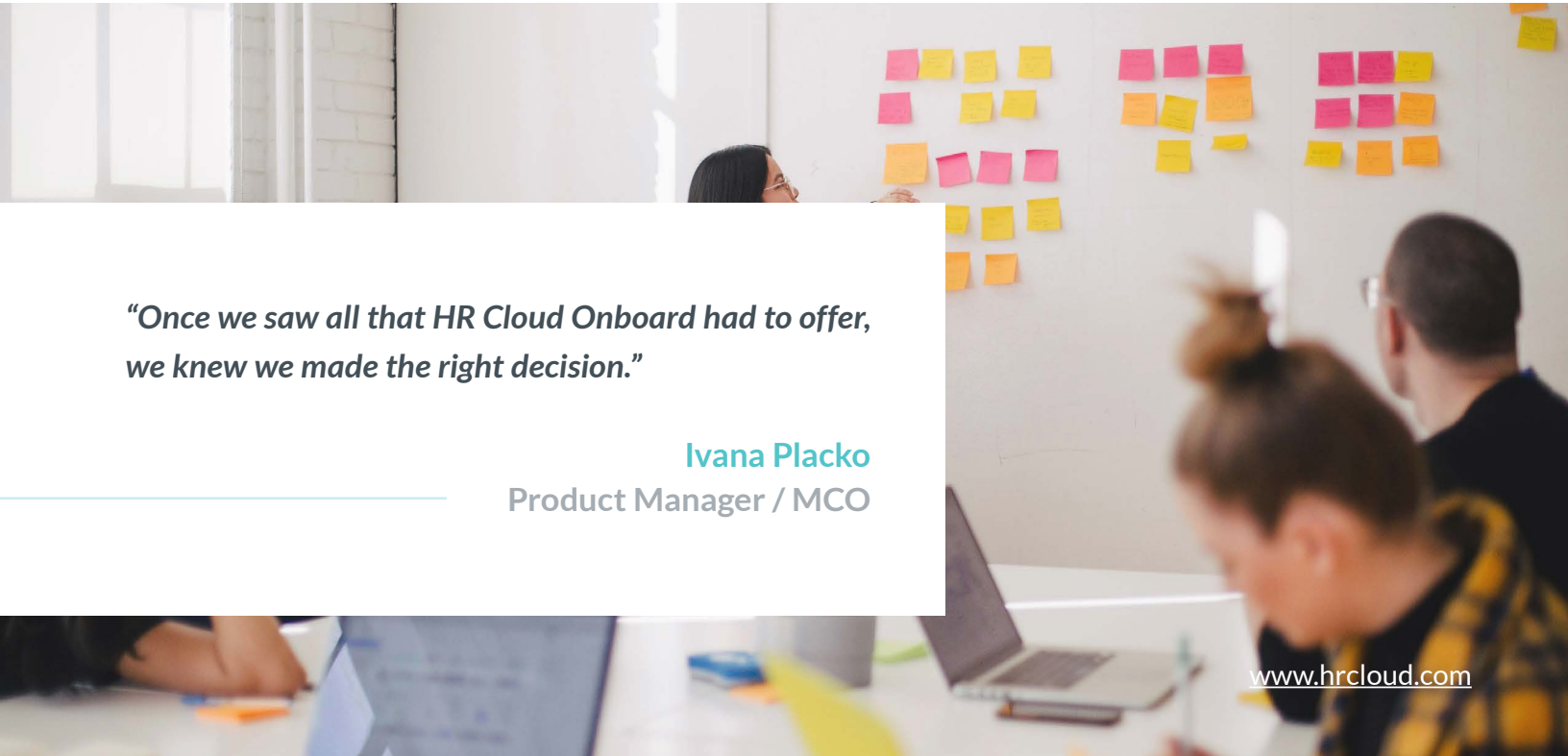
HR Cloud Onboard solution because it would be fast and easy to implement, but also because they would be able to configure the solution themselves. “We quickly realized we could design our own forms, perform bulk uploads, and set up workflows,” said Placko. “It was nice to know the HR Cloud team was there if we needed them, but it was great to do a lot of it ourselves.”

MCO also liked Onboard’s dynamic forms and its ability to automate manual data-extraction processes, the I-9 and E-Verify capabilities, and HR Cloud’s API set that could be used to integrate with payroll systems and third-party applications such as Lever’s applicant tracking system. “Once we saw all that HR Cloud Onboard had to offer, we knew we made the right decision,” says Placko.

Exceeding onboarding goals—and expectations

These instincts were quickly validated as MCO set, then exceeded, aggressive onboarding goals. “We initially wanted 80% of all 2,000 employees to complete their employee agreements in five days or less, which meant that hundreds of employees would be using the system each day,” says Placko. “HR Cloud actually helped us surpass this goal, to the point where 90% of all La Senza employees met this deadline.”

As MCO and Regent look to what’s next with HR Cloud, it envisions a continued partnership where it will get even more out of Onboard. “In the next 6-12 months, we want HR Cloud to be in the middle of our HR technology, with integrations going out to recruiting, payroll, and retail point-of-sale (POS) systems,” said Placko. “But even better, it’s great to know we have the right partner to help us support future acquisitions no matter how aggressive they may be.”



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