



## Matador Distributing case study

Find out how Matador was able to **hit their staffing goals** with Indeed Flex

### The background

Matador is a successful food and beverage distribution company, most notable for being an exclusive distributor of the energy drink Red Bull. With around 20 warehouses to maintain, having enough workers is vital to the smooth running of operations.

During peak season, Matador relies heavily on temporary workers to support the increased demand and cover any internal staff absences. They were using traditional temp agencies, facing consistent issues with filling shifts and workers not showing up. The short notice cancellations left them without the resources to pick up those assignments.

Matador needed a solution to deliver quick and reliable access to workers.

*“When I came across Indeed Flex, I liked how easy the platform was to use. It was simple to add shifts and find available workers in multiple cities. Rather than the alternative of having to find a different temp agency in every city we need.”*

– Lauren Henderson, HR Assistant at Matador

## The challenges

- Consumer demand increasing, and unable to flex with demand
- Unreliable temporary workers
- Lack of visibility over worker pool
- Communication process with traditional staffing agencies

*“It is easier to check for updates on workers’ shifts or when they are not able to come in. We are able to plan ahead. Some agencies are a bit outdated and do not provide an online platform to check on worker status.”*

*– Lauren Henderson, HR Assistant at Matador*





## The solution

Indeed Flex worked closely with Matador to identify their goals. We developed a workforce plan together to form a happier workforce that is more engaged and consistent.

### Direct access to workers

We removed the middleman between Matador and our verified workers. Thanks to our smart matching algorithm, Flexers are matched via skills, interests, and commitment preferences, enabling a speedy onboarding process for clients. Matador has direct access to available, suitable candidates.

### A specific pool of favorite Flexers

Matador utilized the Indeed Flex worker pool feature to have a cluster of workers on-hand who are already familiar with the company's operations. They can quickly and easily offer their favorite workers first priority on their shifts, ensuring consistency of return staff.

**Matador has a 97% Repeat Worker Rate\***

### Worker rating & feedback

Matador used the Indeed Flex rating system to give Flexers feedback and also privately received feedback from Flexers to optimize their recruitment efforts. Ratings keep the workers motivated, engaged and helps them to grow. In the instance of a no-show, Matador receives immediate support 24/7. Our support team works hard to minimize no-shows and limit any unreliable workers.



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