



Fruit Farming and Production Company Streamlines HR and Compliance Lifecycle Processes

In record time, this US-based top 10 fruit farming and production Company implemented a series of solutions using Upland's FileBound and AccuRoute products to boost efficiency across the enterprise.

Market Background

As a busy global fruit farming and production company that ships hundreds of thousands of tons of produce each year, the Company's executive team made the strategic decision to invest in process automation to help streamline everyday activities, ensure compliance to industry regulations, and keep processing costs low.

"As regulations and complexities continue to mount in our industry, we have to look at ways to ensure compliance, while reducing labor-hours associated with manual audits and processes," said the Company's Human Resources manager. "We need our teams to focus on our employees and other business needs, and Upland allows us to free up those critical, limited resources."

Solution Highlights

- The Company's Human Resources team digitized their employee files and implemented processes to streamline the ongoing management of employee records.
- Looking to onboard 4000 seasonal, migrant employees in only four months, the team increased their speed of hiring while reducing the burden of auditing their new hire paperwork by digitizing the onboard process. What took a small team five weeks to accomplish is now overseen by a single person thanks to automation.
- The Company expanded its solution to Food Safety and Compliance, where FileBound is used as system of record for critical compliance documents, providing employees a single, up-to-date system to check report logs and find accurate forms and checklists.
- Forms give the compliance team visibility into the tasks completed and ensures compliance with FDA requirements – ultimately giving the Company confidence in the product it is delivering to customers.

This US-based top 10 fruit Company has a global reach and attributes their successes to their hard-working and dedicated employees, both on the job and within the local communities where their families are raised. For the Company, "family" and "community" are words often used as a mantra and mission across their various departments and teams.

"For us, there is nothing more important than our employees, as we are nothing without them. Our teams work together to produce an outstanding product. The efficiencies that Upland helps us drive in the background play a large part in that."

– Director of Human Resources



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– Director of Human Resources

An Ongoing Success Story

The Company envisioned refreshed processes for their HR team and knew that with just a handful of process changes in place they would benefit from a strong ROI and high reduction in risk.

Implemented in just over four weeks, Upland’s Employee Lifecycle Automation solutions allow the Company’s Human Resources team to significantly reduce the time taken to audit hiring contracts, while also compliantly storing documentation on thousands of new and returning seasonal workers.

“We need the ability to ramp up our workforce during growing and harvest seasons, which means we need to be adaptable and have systems in place that help us be efficient and compliant,” said the Director of Human Resources. “The legal risk associated with incomplete new-hire paperwork, especially work contracts, in an increasingly complex environment meant dedicating countless man-hours to auditing paperwork for completeness. Upland’s solutions significantly reduce that time and are a reliable solution to help our staff complete these business-critical processes.”



About Upland Software

Upland Software (Nasdaq: UPLD) is a leader in cloud-based enterprise work management software. Upland provides seven enterprise cloud solution suites that enable more than one million users at over 9,000 accounts to win and engage customers, automate business operations, manage projects and IT costs, and share knowledge throughout the enterprise. All of Upland’s solutions are backed by a 100 percent customer success commitment and the UplandOne platform, which puts customers at the center of everything we do.