

## Case Study

# Mainstream Energy

### Business Challenges

Mainstream Energy is a small, yet leading solar panel installer with headquarters in San Luis Obispo, California and eleven offices throughout the United States. As more homes and businesses began to consider alternative energy sources, Mainstream Energy found itself rapidly expanding to keep up with demand. With the number of projects awarded equally on the rise, Mainstream Energy knew that it would need to embrace technology if it was to keep up with fulfilling this increased demand for its products. This was no more true than in Mainstream Energy's HR department.

Mainstream Energy was quickly engaging in large contracts throughout the United States, including winning the Costco business. To be successful, Mainstream Energy needed to hire the best candidates throughout dozens of regional markets — often in locations where it had no regional presence — quickly and responsibly.

### Solution

Erin Culp, the Head Recruiter at Mainstream Energy, knew she needed to think differently and act quickly in order to meet the growth challenges she faced. Instead of increasing recruiting headcount, Erin embraced technology to solve her problem. Rather than burdening her IT team with a costly project to eliminate manual processes, Erin decided to outsource the entire applicant tracking, background screening and drug/physical testing to Oracle Taleo Business Edition Cloud Service and Sterling. Erin saw drastic improvements in processes by utilizing the integration between Sterling and Oracle, including a reduction in cost and manual labor, increased turnaround time for screening results and the ability to meet project labor demands.



### About

Mainstream Energy, another company benefitting from the seamless integration of Sterling and Oracle.

**Industry:** Energy and Utilities

**Location:** San Luis Obispo, CA

**Employees:** 250

### Key Features

- Consolidated and automated multiple disparate and manual systems including applicant tracking, employment screening and drug testing systems.
- Eliminated paper and manual processes, reducing costs.
- Decreased screening results turnaround time by 36 hours.
- Hired more than 350 employees in one year to meet project deadlines, without adding HR headcount.
- Streamlined hiring process allows HR to make hiring decisions quickly, satisfying the needs of HR's internal and external customers.



*Using our integrated solution from Oracle and Sterling, we were able to reduce turnaround time by 36 hours, meet our aggressive hiring quotas and timelines all without adding HR headcount.*

- Erin Culp,  
Head Recruiter, Mainstream Energy