



PLS LOGISTICS SERVICES

How we reduced onboarding time
and labor costs.



OVERVIEW

PLS Logistics, a leading provider of third-party logistics services, used Peak Altitude's consulting services to offshore finance and accounting roles, enabling quicker hiring and reduced costs, driving operational efficiencies. By strategically transitioning select functions offshore, PLS Logistics achieved an 80.1% decrease in onboarding time and a 48.3% reduction in labor salary per head, significantly improving its cost structure.

Subject Profile:

A logistics brokerage seeking improved cost structures and faster talent acquisition.

Initial Conditions and Challenges:

PLS Logistics faced challenges with **lengthy hiring cycles and rising labor costs** in finance and accounting functions. This inefficiency slowed operational progress and put pressure on financial performance, prompting the need for a streamlined, cost-effective solution.



Challenge:

PLS Logistics needed to reduce hiring timelines and costs while maintaining quality and performance across finance and accounting functions.

Objectives:

1. Accelerate the hiring and onboarding process for finance and accounting roles.
2. Achieve measurable cost savings through strategic offshoring.
3. Maintain performance standards and operational effectiveness.

Strategy + Implementation:

The expansion of offshoring was guided by strategic benchmarking, identifying it as a critical lever for enhancing cost efficiency and productivity. Recognizing the potential for greater impact, PLS Logistics collaborated with Peak Altitude to develop a comprehensive approach. Together, they identified key outsourcing opportunities and crafted a customized onboarding and training program to support the transition. Daily oversight, performance tracking, and streamlined communication ensured seamless integration with PLS Logistics' operations, maintaining alignment with company standards while driving operational excellence.

SOLUTION

The offshoring initiative focused on relocating finance and accounting roles to offshore teams, chosen for their reliance on standardized, repeatable processes like commissions, reporting, reconciliations, and transaction management. Comprehensive training materials ensured offshore teams could effectively use internal ERP and financial systems, enabling a seamless transition that maintained workflow accuracy, compliance, and consistent results.

RESULTS



1

80% decrease in onboarding time

2

48.3% reduction in labor salary per head

