



EXECUTION EXCELLENCE

Embedded Resources: A Flexible Workforce Program

When looking for experienced, reliable instrumentation technicians, many of our customers in the Golden Triangle and throughout Southeast Texas have similar situations. Their most experienced workers are retiring and it's increasingly challenging to find younger technicians who can complete the extensive training and then stay for years to come.

Why our customers are turning to Scallon Controls: to fulfill their immediate needs, but also to stay on as 'Embedded Resources' to supplement their employees, and in many cases, train their new hires.

One Customer's Situation

Having enough instrumentation technicians on hand was crucial to the success of this customers' upcoming turnaround. To address this challenge, Scallon Controls was able to place a team of experienced technicians on site for the entire project, with the potential of keeping them afterwards to help address their backlog of work orders. Once they were trained and became intimately familiar with the plant, their value grew.

Furthermore, with qualified technicians becoming even more difficult to find, this customer more than doubled their Scallon Embedded Resources Team to pick up the slack. They are also using Embedded Resources to fulfill their custody transfer needs. To fulfill such an important role, Scallon Controls continues to demonstrate our value as a trusted partner of the highest degree.

The work order backlog decreased because of the efficiency, expertise, and professionalism of our Embedded Resources. Furthermore, plant reliability increased under the leadership of Scallon's senior technician—thanks to his 'can do' attitude and his ability to train and direct others.





Why Scallon Embedded Resources

- We offer Embedded Resources as a flexible workforce option for our customers, relieving them of the burden of finding and training qualified technicians.
- We finish our assigned work and then ask what else we can do.
- We train our own employees and drive home the Scallon values of integrity, problem-solving, and teamwork.
- We handle all payroll and human resources aspects of our employees who work at customer sites.
- We have little to no attrition.
- We continually challenge each other on and off the job.

Six Years Later...

Six years into the project, we are currently working with management to identify and capture key metrics regarding our Embedded Resources—a conversation that would not have been possible previously when we were filling an immediate turnaround requirement.

Scallon Controls has implemented a similar approach at several other plants in the region—placing our technicians on site for a relatively short period of time, to permanent placement, yet these employees are still part of the Scallon family and culturally aligned with our values—a win-win for all.



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