

# Forge Industrial

How Forge Industrial eliminated thousands of Bullhorn duplicate candidate records and freed up 20-25 hours per week

*"Kyloe DataTools turns messy and inconsistent information into clean, usable data - so instead of guessing what's happening we're able to quickly and efficiently make decisions that we are confident in because they're backed by real data."*

Jeffrey Jones, Digital Marketing Manager at Forge Industrial Staffing

## Company profile

Established: **1995**

Region: **US**

Industries: **Industrial recruitment**

Employees: **51-200**

## Background

Forge Industrial is a recruitment organization managing thousands of candidate placements and client relationships through their Bullhorn CRM. Like many rapidly growing recruitment firms, they faced a critical challenge: their data quality issues were preventing them from scaling their operations and implementing critical business automation.

## The challenge

Before implementing Kyloe DataTools, Forge Industrial faced several critical operational challenges:

### 1. Time-intensive manual processes

- Manual identification: End users submitted tickets when they discovered duplicates - a completely reactive process.
- Duplicate ticket management: Team received 30-50 duplicate tickets per day.

### 2. Quality consistency and compliance issues

- No proactive identification: Duplicate records remained hidden until end users stumbled upon them.
- Resource constraint: One team member spent a significant portion of their day managing duplicate tickets.
- Automation blocked: The duplicate problem was preventing the organization from implementing automated onboarding - a key strategic goal.

### 3. Organizational constraints

- The recruitment operations could not scale without proportional increases in administrative headcount.
- Data quality issues created operational bottlenecks across the entire organization.

*"The benefits of Kyloe DataTools were pretty much immediate. We literally started playing with it as soon as we got access and saw the benefits right away."*

**Yesenia Peralta, Director of IT at Forge Industrial Staffing**

## The solution: Kyloe DataTools

### Phase I: Duplicate detection & consolidation

- Automated identification of duplicate records by Social Security Number.
- Scheduled weekly duplicate scans replacing manual, ad-hoc checking.

### Phase II: Compliance automations

- Custom rule creation to identify missing or incomplete data automatically.
- Proactive alerts for compliance issues (e.g., candidates with I-9 documentation expiring within 30 days).

## Results and impact

### Duplicate detection and merging

Dramatically reduced duplicate volume.

### Time saved

20-25 hours per week freed from reactive ticket management.

### Data quality transformation

From reactive to proactive data governance with weekly automated scans to identify duplicates before they cause problems.

## Key success factors

1. Immediate implementation & use: Team began using Kyloe DataTools immediately upon access.
2. User-friendly platform: Non-technical team members could independently build, test, and run data updates without ongoing support.
3. Phased approach: Starting with duplicates (biggest pain point) provided immediate ROI and built internal confidence before moving to Phase 2 (compliance rules).
4. Flexibility & customization: The ability to adjust duplicate weights and create custom rules for their unique requirements was essential. One standard approach wouldn't work - Kyloe's flexibility allowed Forge Industrial to optimize for their specific use cases.