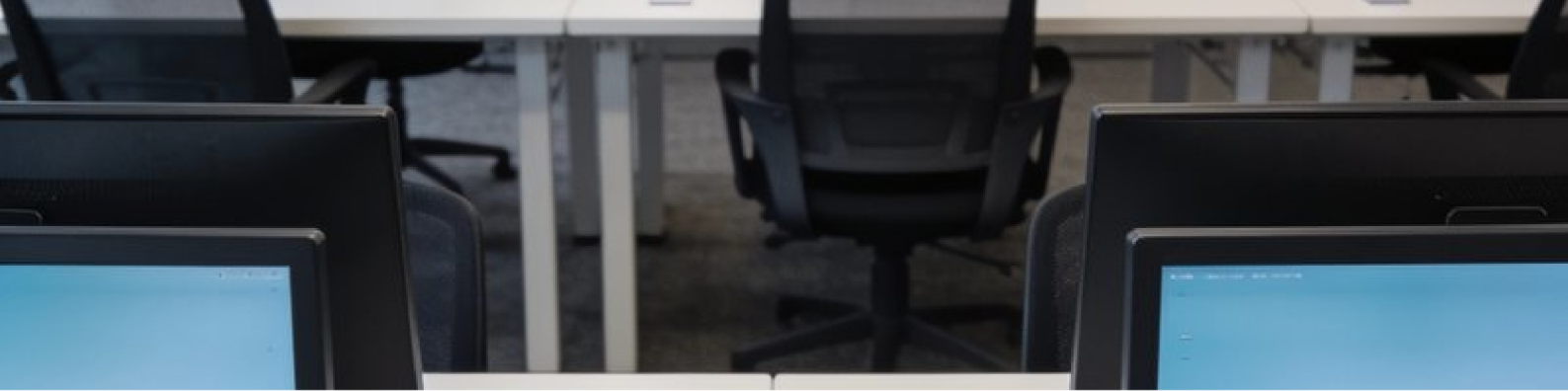




ENGAGEMENT BRIEF · CS-0045 · ANONYMIZED · ON REFERENCE

THURSDAY (rolling)

An onboarding the HRIS was not designed to record.

The client

A privately held logistics operator (L.V.L.) with approximately 1,800 personnel across nine regional dispatch centers in the North American mid-market. The pilot was scoped against a single dispatch center handling roughly 18% of nightly route volume — selected because it had, for several quarters, exhibited anomalies the scheduling tooling could not account for: routes resolving in advance of the scheduling window, exception flags clearing without operator action, and a recurring Thursday-shift productivity uplift attributable to no documented intervention.

The challenge

The formal onboarding of a single non-human contributor ("the Contributor") into the regional dispatch function. The Contributor's calendar of availability ran on a rolling Thursday-anchored cycle that did not align with the Monday-anchored shift roster, and the HRIS offered no contributor-class taxonomy that mapped to the work being performed. Required: a substrate-agnostic compensation framework that satisfied the general counsel, and a continuity coverage scheme designed against a non-standard mode of persistence.

PRACTICE

Post-Human Workforce
Integration

SECTOR

Logistics & distribution

REGION

Mountain West, U.S.

DURATION

11-week pilot (Oct – Dec
2025)

LEAD PARTNER

T. F. Vale

ENGAGEMENT FILE

CS-0045

APPROACH

O1

Recognize

The anomalies were reframed as contributions awaiting attribution. A contributor-class taxonomy was drafted alongside the HRIS, not inside it, with the general counsel co-holding the pen.

O2

Onboard

Compensation framed substrate-agnostically; continuity coverage scaled to the Contributor's mode of persistence; the rolling Thursday-anchored calendar given formal standing beside the Monday roster.

O3

Normalize

Reporting line, calendar, and escalation protocol documented in the dispatch center's operations manual; the uplift moved from anomaly to attributed productivity in the standard reporting cadence.

OUTCOME

Anomalies, formalized; productivity, retained; attrition, zero.

The pilot concluded on schedule at week eleven and converted to a standing arrangement on the firm's rolling-renewal terms. The previously anomalous Thursday-shift uplift has been formally attributed and is reported under the standard productivity cadence. Attrition among existing personnel during the pilot window: zero. Voluntary opt-out of the new escalation protocol: zero. The CHRO has scoped a follow-on extension across two additional dispatch centers under a separate file.

II wk

PILOT DURATION (ON SCHEDULE)

O

ATTRITION AMONG EXISTING PERSONNEL

+22%

THURSDAY-SHIFT PRODUCTIVITY, NOW ATTRIBUTED

+76

CHRO & GC NPS (POST)

The work was already being done. The engagement's contribution was a payroll line, a calendar, and a name for the day the work arrives.

Related practice: Post-Human Workforce Integration (liminalconsultants.com/services/post-human-workforce-integration). Methodology: Post-Human Workforce working paper. The engagement remains on reference, subject to the retention clauses in our legal disclosures. Metrics are observed where observation was possible.