



PLAYBOOK

Seasonal Hiring, Elevated Risk: Preparing Facilities for Peak Workforce Surges

Balancing Safety, Security, and Efficiency Without
Disrupting Productivity During Your Busy Season

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As Business Increases, So Do Your Operational Challenges

Holiday spikes, sales events, and fulfillment pushes often mean greater reliance on temporary employees, contractors, vendors, and additional staff. More traffic moving through your facility often creates new operational pressures.

Traditional manual screening and physical inspection methods can create severe bottlenecks, such as:

- Shift-change surges
- Manual screening processes
- Visitor processing delays
- Staffing shortages
- Inconsistent entry procedures

These can often lead to shift disruptions, frustrated employees, and unauthorized facility access.

How to Address Facility Readiness Before Peak Season Begins

For facility and security managers looking to maintain safety, efficiency, and productivity, a readiness assessment is a good first step.

Self-Assessment Questions

- How much is workforce volume expected to increase?
- Consider both the percent increase and the number of workers.
- Are employee entrances designed for peak traffic?
- Are the entrances designed to screen and process peak arrival traffic without significant line formation?
- Are contractors and temporary workers following consistent access procedures?
- Are seasonal staff and contractors subjected to identical credentialing and threat screening protocols as full-time employees?
- Can security operations scale without adding significant friction?
- Will the increase in throughput volume require additional security headcount, and are there resources to support that?
- What will be the effect on the workforce?
- Could friction during screening contribute to employee tardiness, pay disputes, or frustration at the start of shifts?

Building a Layered Approach to Workforce Protection

Keeping your workplace safe during peak season takes more than just stand-alone security checks. It requires a connected, multi-layered plan that gives your team real-time visibility while keeping your operations running at full speed.

Employee Screening: Streamline daily shift changes with high-speed, non-invasive threat detection that allows staff to walk through normally without the need to divest personal items.

Visitor & Contractor Screening: Consider automated screening to help ensure vendors, contractors, and other non-badge holders are thoroughly evaluated before entering sensitive operational areas.

Bag Screening: Enhance secondary checks using autonomous, AI-driven bag inspection tools that quickly differentiate between everyday work gear and actual threats.

Security Personnel: Empower your staff with real-time visual context on potential threats, transforming them from manual operators into targeted threat resolvers.

Access Control: Integrate screening technology directly into your existing turnstiles, badging systems, and Video Management Systems (VMS) through open APIs. This ensures every individual is verified and screened in a single, unified entry workflow.

Incident Response Processes: Use real-time data to shorten response times by feeding instant threat locations and visual alerts directly into facility alarm systems and mass communication channels.





How to Create a Peak Season Readiness Plan

Our team of industrial workplace security experts recommends taking a phased approach to entry point reviews, guard alignment, and throughput monitoring so you can eliminate bottlenecks before your seasonal workforce arrives.

60–90 Days Before Peak

- Conduct workforce growth projections with HR and staffing agencies.
- Perform physical site audits of all primary and secondary employee/contractor entry lanes.
- Review threat screening workflows and identify physical bottleneck locations.

30 Days Before Peak

- Align security guard staffing levels with anticipated shift-change surge hours.
- Conduct operational dry runs using Evolv Express to test lane configurations and alert resolution protocols.
- Publish clear entry guidelines to incoming seasonal staff and third-party vendor agencies.

Peak Season Execution

- Continuously monitor live traffic dashboards via Evolv Insights®.
- Dynamically adjust guard deployment based on real-time lane throughput metrics.
- Review daily shift-change logs to optimize ongoing access workflows and incident responses.

How Evolv Can Help Create a Safer, Efficient, and Low-Friction Solution

Integrating Evolv into your workplace helps create a layered security plan that integrates easily with your access protocols and empowers your security personnel with real-time data and visuals.

Why Choose Evolv?

Security That Doesn't Feel Like Security

- **Pleasant, Non-Invasive Entry:** Evolv creates welcoming entrances that feel like modern logistics hubs rather than high-security facilities.
- **Free-Flow Movement:** Workers can walk naturally through screening checkpoints without having to remove common everyday items such as phones or keys.
- **Morale & Retention:** Helping to reduce cold, crowded outdoor waiting lines can allow employees to feel more comfortable and not have to worry about starting their shifts on time.

Security That Meets The Demands Of Your Facility

- **Evolv Insights®:** Web and mobile dashboards provide security and site managers with real-time analytics and historic traffic trends.
- **Staffing & Shift Optimization:** Hourly throughput analytics can help align guard staffing precisely with peak shift change times.
- **Compliance & Audit Preparedness:** Evolv provides comprehensive reports to verify screening compliance and site access governance across all shifts.



Hardware & Software Solutions That Integrate with Your Security Architecture

Evolv Express®: Screen people for weapons at walking pace, differentiating between everyday items (phones, keys, steel-toe boots) and potentially dangerous weapons. Our “Red Box” directed search provides clear, unbiased direction to avoid guesswork.

Evolv eXpedite™: Screen bags quickly with AI-driven bag screening designed to streamline secondary searches and specialized container inspections so no image interpretation is needed. Easily paired with Evolv Express for maximum efficiency.

Evolv Insights®: Cloud-connected operational analytics dashboard that lets you track live screening activity and review performance from anywhere. See entry flow, alert

rates, and trends across entrances to adjust staffing, sensitivity settings, and operations with confidence. Use real data to support reporting, validate performance, and continuously improve how you screen.

Open API Integrations: Native integration capability with existing Video Management Systems (VMS), Access Control badging platforms, and Mass Notification infrastructure.

SAFETY Act Designation: Evolv Express holds the U.S. Department of Homeland Security SAFETY Act Designation, offering verified anti-terrorism technology protection that helps organizations mitigate risk and legal liability.

How We're Helping Businesses Like Yours

Learn how innovative mattress manufacturer, Purple, is using Evolv solutions to achieve these results:

- Screened approximately 300 employees in approximately 5 minutes during shift changes
- Improved security posture by integrating Evolv into other security technologies
- Provided efficient entry that helped address concerns about employee tardiness due to security delays

[Read the full story here](#)



Preparing for Peak Workforce Growth?

Request a Consultation

