

CASE STUDY

Eagle Mine

lundin mining



Eagle Mine LLC Reduces Employee Onboarding Time and Costs with Acuity Onsite Medical Exams & Physical Examinations

Background

Owned and operated by Lundin Mining, [Eagle Mine](#) supports high-quality nickel and copper mining operations in western Marquette County, Michigan.

According to their employees, Eagle Mine is more than just a job—it is an elite team committed to industry best practices in safety, environmental protection, and community engagement. Striving for excellence, Eagle Mine builds community partnerships and fosters a culture where employees can grow and thrive.

In March 2024, Eagle Mine held a hiring event to onboard contracted employees who were already working with the company and were being hired as full-time employees under Lundin Mining. As a part of the onboarding process, they were also required to undergo medical and physical capacity testing.

Eagle Mine partnered with Acuity International to organize and execute onsite employment exams and testing, including medical examinations and physical capacity testing. Acuity's involvement was crucial in ensuring compliance with safety standards and maintaining a safe working environment.

Challenge

Typically, pre- and post-employment medical exams at Eagle Mine were conducted at hospitals or off-site clinics, leading to hiring delays and productivity losses as employees had to take time off work. Eagle Mine managed its own medical screening, handling the scheduling, completion, and accurate reporting of exams under strict deadlines. This was particularly challenging during large job fairs and added significant pressure on the HR team.

In addition to managing logistical details, the HR team at Eagle Mine was also responsible for complying with mining safety regulations and ensuring fair and impartial treatment of employees. The necessity to balance these requirements further complicated their tasks, emphasizing the need for a streamlined process.

To address these challenges, Eagle Mine switched to Acuity's trusted onsite medical exam and physical capacity testing services. This shift not only reduced downtime and expedited the hiring process but also ensured that medical assessments were conducted promptly and in line with occupational health standards.

Summary

With Acuity International's onsite medical examination services and expert program management services, companies can streamline new hire and employee medical and physical exams to ensure a safe, compliant, and risk-free workplace.

Industry

Mining

Challenges

Pre- and post-employment medical exams ensure that new hires and incumbent employees are fit for duty. But many employers use offsite testing services to fulfill their medical exam needs, leading to inefficiencies, lost time, and unnecessary costs.

Solutions

Acuity's customizable onsite medical and physical examination services and expert program support provide:

- A one-stop shop for drug testing, medical exams, and program management.
- Onsite and mobile medical services for fast, efficient testing and exam services.
- Convenient access to a dedicated team of healthcare professionals – without leaving work.
- Expert, onsite support for hiring events and career fairs.



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Solution

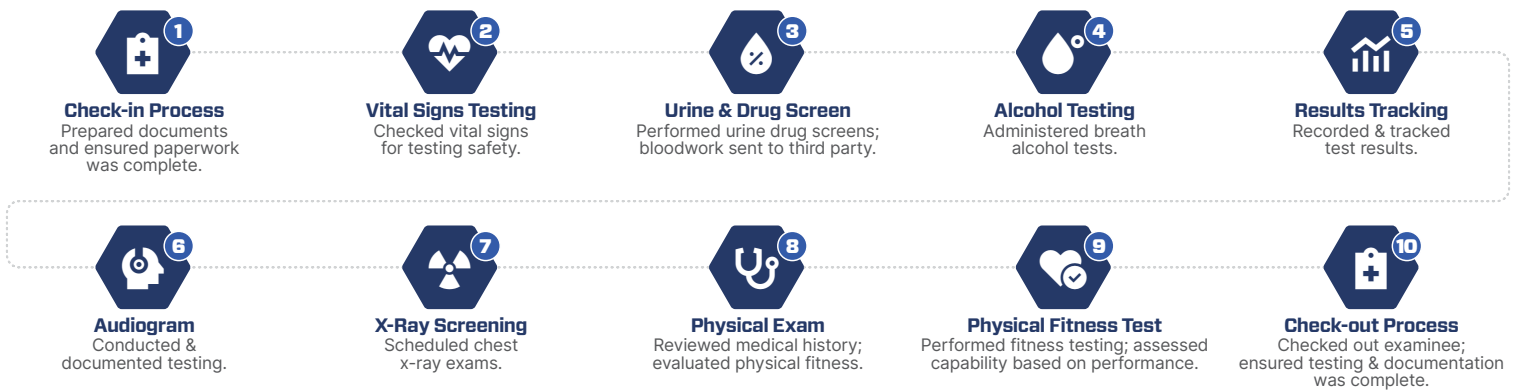
To meet Eagle Mine's pre-employment and fit-for-duty exam needs, Acuity created a custom program to enhance efficiency and adhere to mining industry best practices. Acuity's onsite exam management allowed Eagle Mine staff to undergo medical examinations smoothly with a single vendor, at one location, within their specific timeline. Our solution delivered:

- **Comprehensive Onsite Services:** Acuity provided a full suite of medical services onsite, including medical histories, physical exams, lab tests, and physician reviews, integrating all services into one process.
- **Mobile Medical Services:** The flexibility of onsite exams reduced the time employees spent away from work, eliminating travel to off-site clinics.
- **Streamlined Reporting and Automated Workflows:** Physicians reviewed and evaluated exam records for completeness before submission to management, enhancing the hiring process by minimizing errors and delays. The workflow was automated and standardized across various stations, creating a unified health record for each examinee.
- **Advanced Medical Tracking and Oversight:** Acuity's web-based platform managed and monitored all exam activities in real time, ensuring regulatory compliance and efficient program reporting. Additionally, a dedicated onsite team provided medical oversight and addressed any immediate medical concerns, maintaining high standards of quality and completeness.



Employee's Exams and Testing

Acuity's team of certified medical examiners and physician's assistants performed medical and fitness examinations according to the following workflow:



Benefits to Eagle Mine

- **Aligned testing:** Employee physicals are conducted onsite, tailored to job-specific requirements.
- **Enhanced safety:** By simulating equipment use in physical tests, Eagle Mine ensures workers are capable and prepared, reducing accident risks and promoting efficient, safe operations..
- **Increased capacity:** Onsite testing processes more tests daily than offsite clinics..
- **Efficient scheduling:** Medical exams and testing are prompt and immediate.
- **Time efficiency:** Acuity's quick completion of requirements speeds up the onboarding process.
- **Cost reduction:** Acuity's onsite exams eliminate the need for offsite facilities, cutting costs and reducing employee travel and time away from work.

About Acuity

Acuity has 49 years of experience providing medical examination services to government and commercial clients. As one of the nation's largest and most experienced medical management and onsite exam services providers, we offer comprehensive pre- and post-employment medical examination services whenever and wherever they are needed.

Acuity's services are covered through our national network of over 13,000+ providers, clinics, and centers. They provide a full suite of occupational health services and are ready to support any onsite medical need.

Exam Metrics

104

exams completed

100%

attendance rate

5 days

to complete exams



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