



# FAITH & BELONGING AT OMNIBRANDS

Group 16

# A GENDA

01 - WHY THIS MATTERS

02 - CURRENT STATE

03 - RECOMMENDATIONS

04 - RISK AND MITIGATION

05 - NEXT STEPS

“BELONGING IN THE  
WORKPLACE IS VITAL TO  
PERFORMANCE, INNOVATION, AND  
RETENTION, AND  
STARTS WITH EXECUTIVE  
COMMITMENT.”

92%

Of workers want to work for an organization that values their well-being

# BELONGING IS LINKED TO:

56%

Increase in job performance

50%

Decrease in turnover risk

75%

Decrease in sick days

# BELIEF IMPACT

82%

Of Americans describe themselves as affiliated with a religion or classified as spiritual

WHY THIS MATTERS

CURRENT STATE

RECOMMENDATIONS

RISK AND MITIGATION

NEXT STEPS

Source: APPENDIX B

“COMPANIES THAT OPENLY  
ACKNOWLEDGE AND ENGAGE  
RELIGIOUS DIVERSITY AS AN  
ASSET CAN STRENGTHEN  
TEAM COHESION AND  
IMPROVE PERFORMANCE.”



# GROWTH OPPORTUNITY

To enhance the personal & professional lives of employees through improved belonging and connection to their Faith - creating a more productive and inclusive work environment.

WHY THIS MATTERS

CURRENT STATE

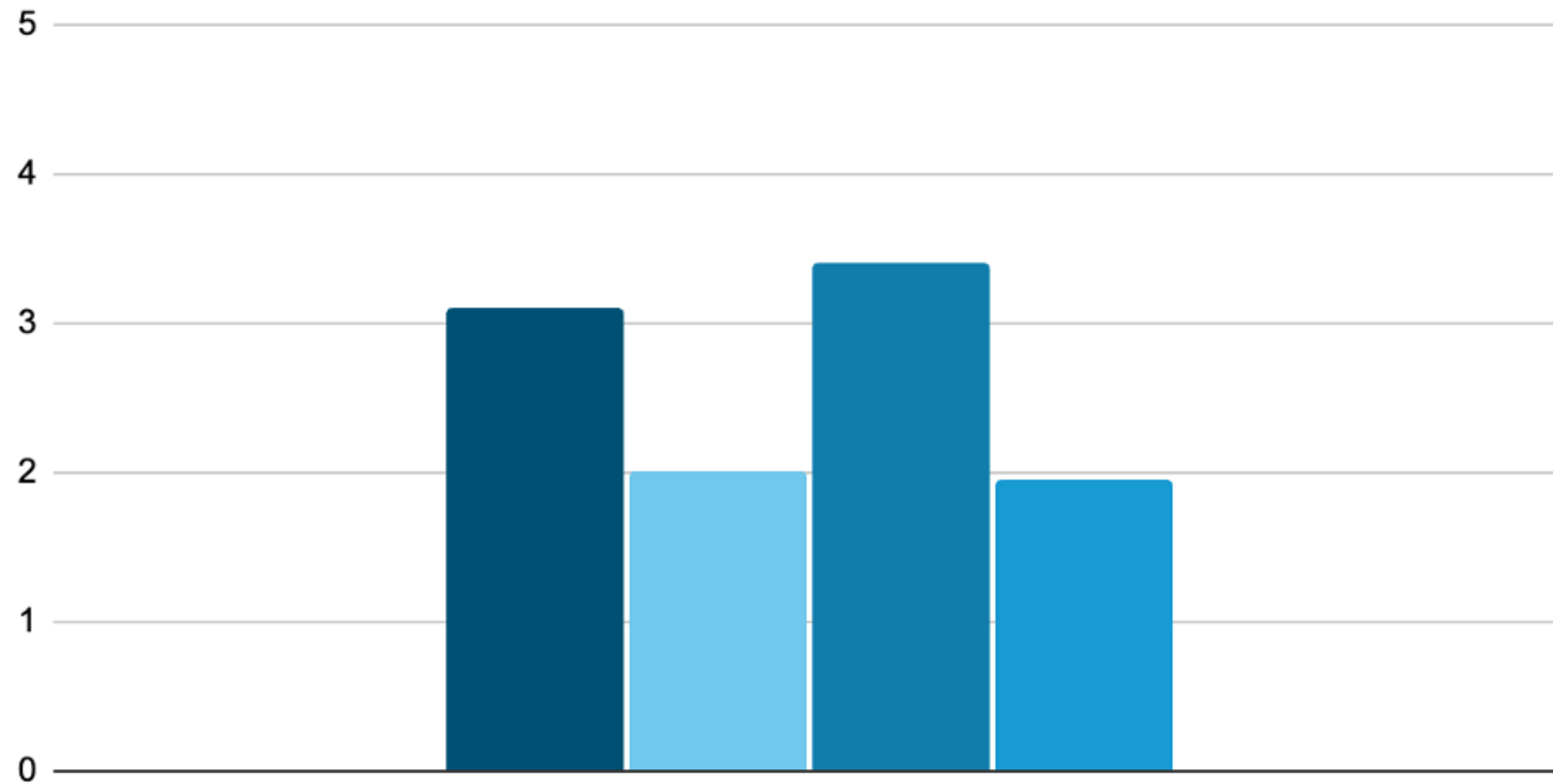
RECOMMENDATIONS

RISK AND MITIGATION

NEXT STEPS

# Employee Wellness Survey Q4

■ Physical Health Q4   ■ Mental Health Q4   ■ Social Health Q4   ■ Spiritual Health Q4





# EMPLOYEE COMMENTS

“MISSING OUT ON YOM KIPPUR BECAUSE WE WERE SHORT-STAFFED REALLY HIT ME HARD. IT’S IMPORTANT TO ME AND MANY OF US TO KEEP OUR TRADITIONS.”

“A LOT OF GOOD PEOPLE HAVE LEFT BECAUSE THEY’RE JUST BURNED OUT OR FEEL LIKE THEY’RE MISSING OUT ON LIFE OUTSIDE WORK.”

“IT IS CHALLENGING TO REGULARLY PARTICIPATE IN DAILY PRAYERS WHEN I MUST BE ON THE LINE MY ENTIRE SHIFT.”

WHY THIS MATTERS

CURRENT STATE

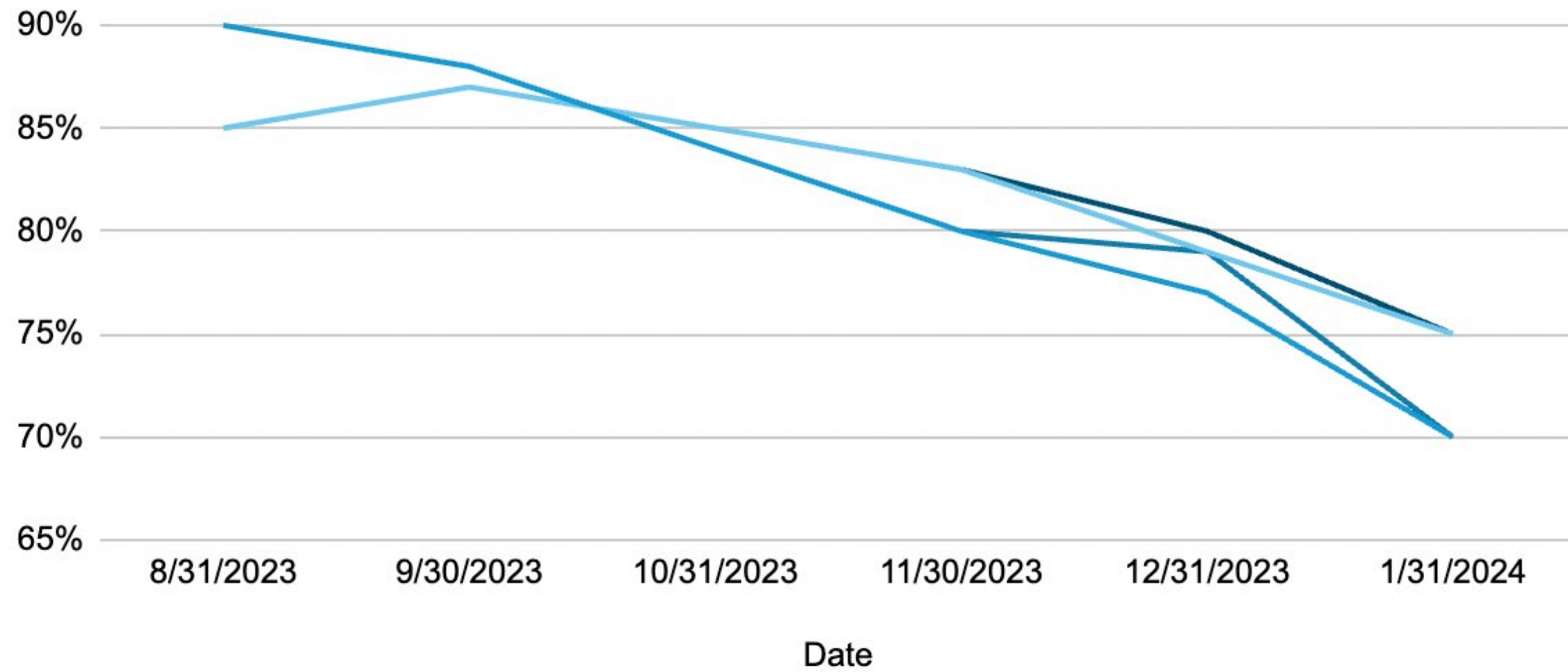
RECOMMENDATIONS

RISK AND MITIGATION

NEXT STEPS

## Process Reliability by Line

Line 1 Line 2 Line 3 Line 4





# VISION

Unite OmniBrands employees through initiatives that drive respect and belonging

Recognize Interfaith as a business driver within the workplace to enhance overall employee wellness and belonging

# GOAL



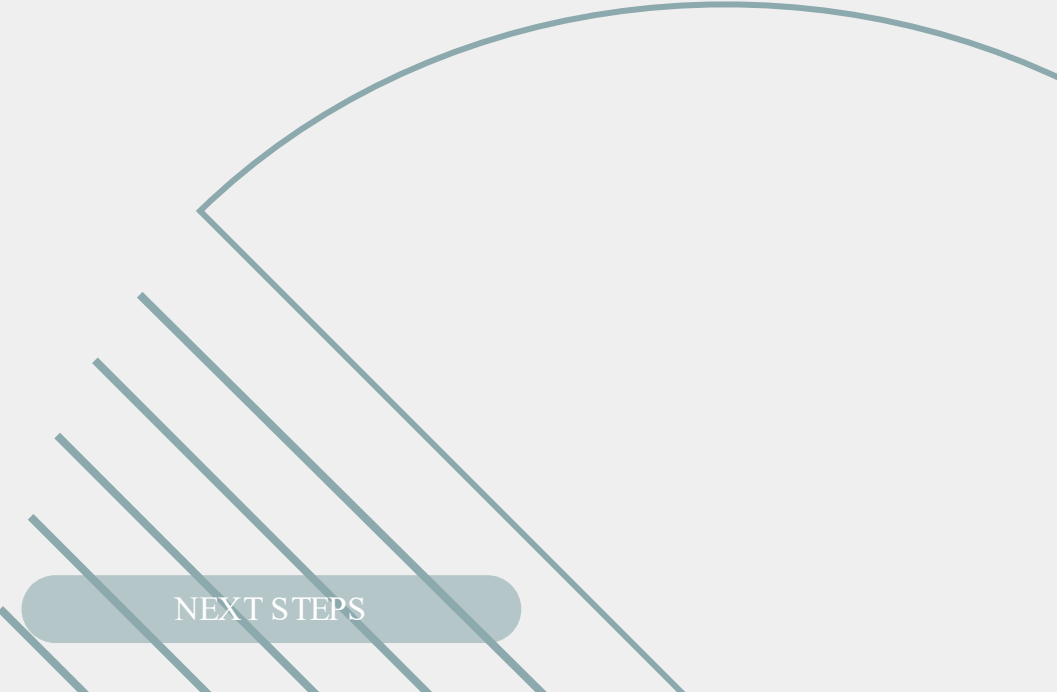
WHY THIS MATTERS

CURRENT STATE

RECOMMENDATIONS

RISK AND MITIGATION

NEXT STEPS



# HOW ERGs CULTIVATE BELONGING

KNOWN

INCLUDED

SUPPORTED

CONNECTED

WHY THIS MATTERS

CURRENT STATE

RECOMMENDATIONS

RISK AND MITIGATION

NEXT STEPS

# THE RISE INITIATIVE

E N T X  
S T E C  
P E W E  
E G A L  
C R R L  
T I D E  
T S N  
Y H C  
I  
P

WHY THIS MATTERS

CURRENT STATE

RECOMMENDATIONS

RISK AND MITIGATION

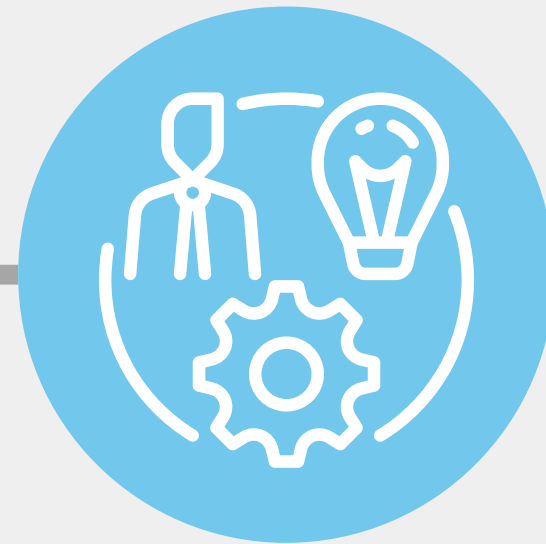
NEXT STEPS

# MAKE IT HAPPEN



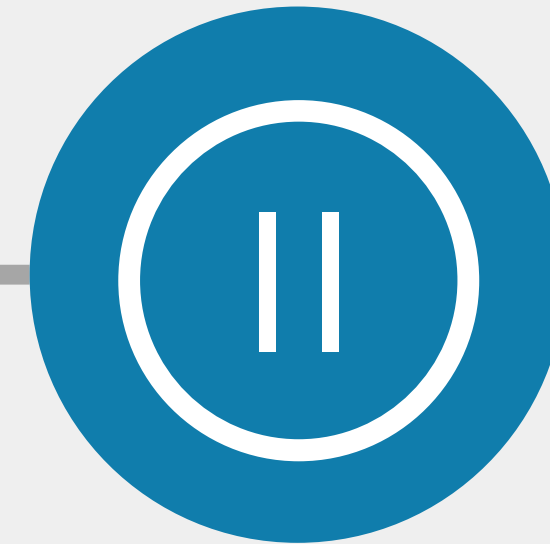
## RISE Days

Separate from PTO, this is 3 allotted days for employees to use as a reflective period. This can be seen in action as a mental healthy day, a day for religious observation, etc.



## RISE Together

1 hour a week that employees have built into their schedule to develop themselves as employees. This hour is designed for employees to have dedicated time to utilize the ERGs available and to connect with their peers.



## RISE Time

A preplanned 20 minute break built into an employee's schedule, separate hour break to allow the employee to reflect and reset and/or use for a religious observation.

# ESTIMATED SAVINGS



Based on 56% productivity improvement

# ESTIMATED SAVINGS

A company of 10,000 employees that improved belonging experienced a savings increase of

# \$52 MILLION



# ALTERNATIVES



## CREATING APP TO PROMOTE ERGS

### PROS

- Implementable across campuses
- Reduces communication redundancy

### CONS

- Expensive investment
- Dedicated upkeep and hosting



## TRANSFORMING PRAYER/ REFLECTION ROOMS

### PROS

- Creates new spaces for religious observations
- Prioritized workers needs

### CONS

- Expensive investment
- Limited use in a given day for investment

# METRICS

Tracking the effectiveness of our initiatives to ensure appropriate ROI

01 - QRT. SATISFACTION

02 - LINE PRODUCTIVITY

03 - EMPLOYEE RETENTION

04 - PROFIT STATEMENTS

WHY THIS MATTERS

CURRENT STATE

RECOMMENDATIONS

RISK AND MITIGATION

NEXT STEPS



# RISKS & MITIGATIONS

RISK	1st	2nd	3rd
LOW PERSONAL INVESTMENT AND PARTICIPATION	Research shows belonging is the strongest driver of employee participation	Improved morale is shown to decrease absences Employees are more likely to work for an organization that values mental and spiritual health	Manager oversight Tracked against metrics to ensure effectiveness and productivity increases

MITIGATION

PERTINANCE

WHY THIS MATTERS

CURRENT STATE

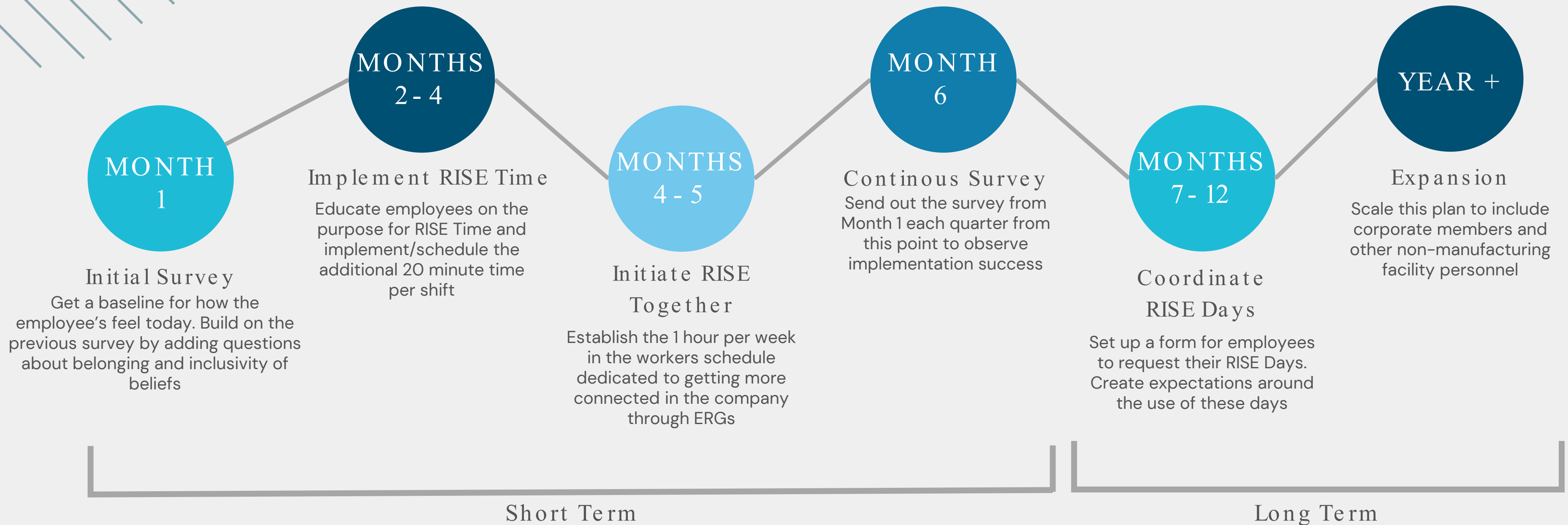
RECOMMENDATIONS

RISK AND MITIGATION

NEXT STEPS

Source: APPENDIX A, C

# TIMELINE



WHY THIS MATTERS

CURRENT STATE

RECOMMENDATIONS

RISK AND MITIGATION

**NEXT STEPS**



“BELONGING IN THE  
WORKPLACE IS VITAL TO  
PERFORMANCE, INNOVATION, AND  
RETENTION, AND  
STARTS WITH EXECUTIVE  
COMMITMENT.”

The background features four decorative geometric patterns in the corners. The top-left and bottom-right corners contain a series of thin, parallel lines radiating from a central point, forming a fan shape. The top-right and bottom-left corners contain a cluster of overlapping semi-circles in various shades of blue, including light blue, medium blue, and dark blue. The text "THANK YOU" is centered in the middle of the page in a blue, serif font.

THANK YOU

# TEAM



Colin  
Keady



Loren  
Davis




Haley  
Beard



Wilson Strange

# APPENDIX A

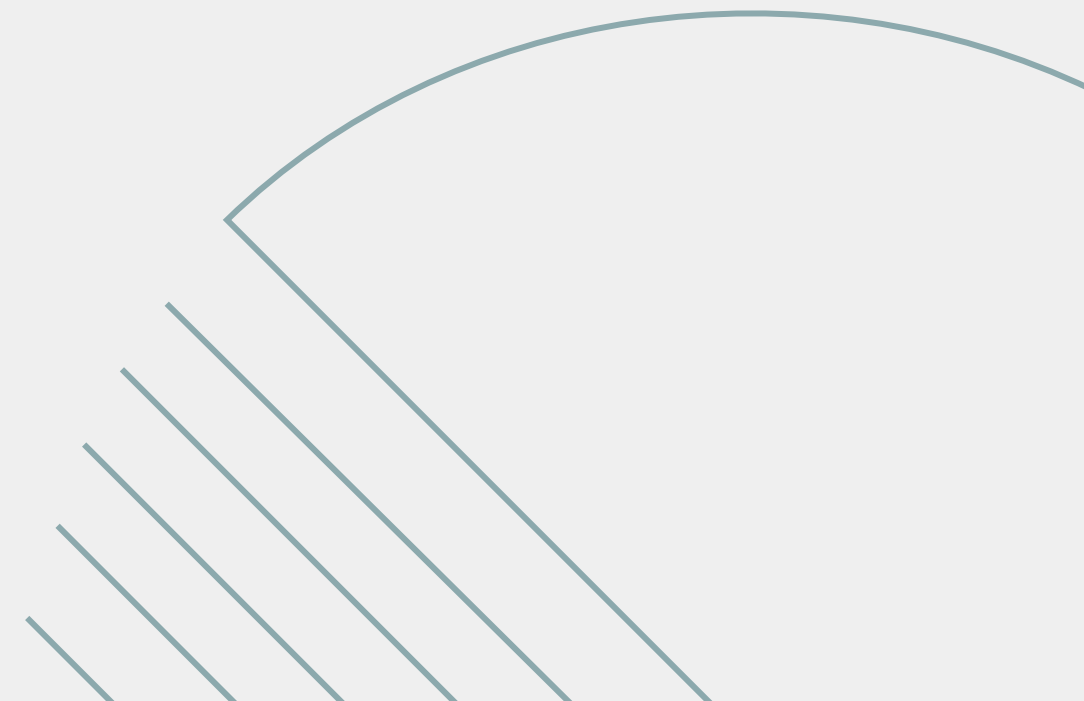
## Belonging Research

- [The Value of Belonging at Work](#)
    - High belonging was linked to a whopping 56% increase in job performance, a 50% drop in turnover risk, and a 75% reduction in sick days. For a 10,000-person company, this would result in annual savings of more than \$52M
    - Employees with higher workplace belonging also showed a 167% increase in their employer promoter score (their willingness to recommend their company to others)
  - [Belonging in the Workplace: What Does it Mean and Why Does it Matter?](#)
    - Belonging in the workplace is vital to performance, innovation, and retention, and starts with executive commitment
  - [Belonging at Work: The Top Driver of Employee Engagement](#)
    - Workplace belonging has emerged as the top employee experience driver linked to engagement and well-being
- 



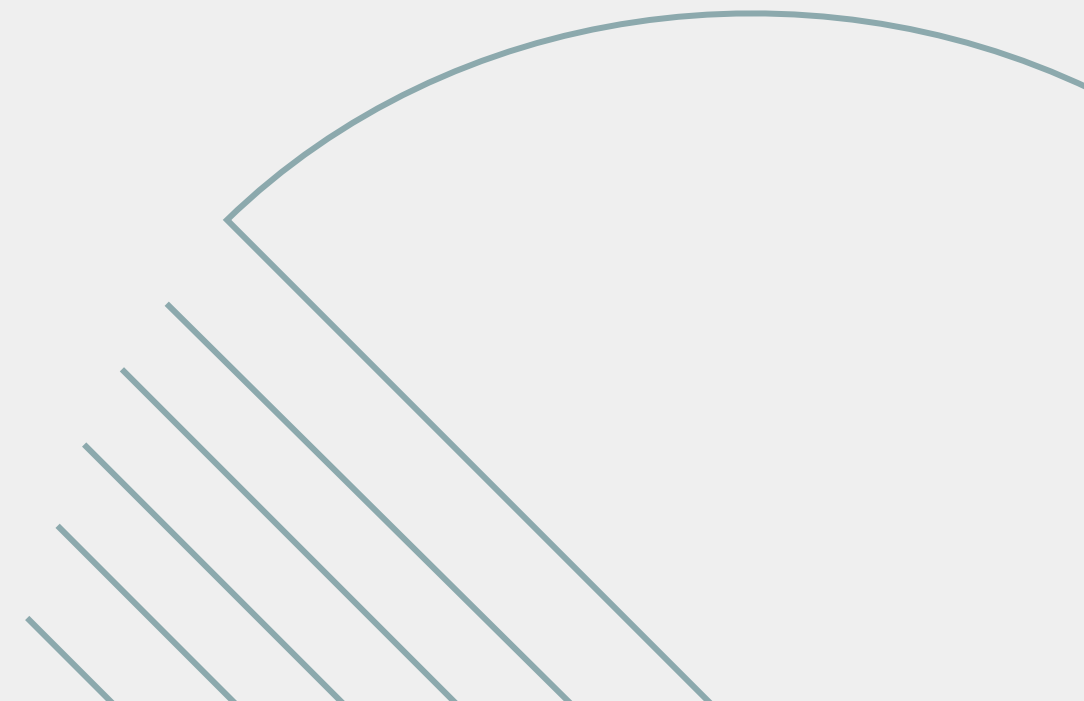
# APPENDIX B Religion Research

- [Where Religious Identity Fits into Your DEI Strategy](#)
  - Companies that openly acknowledge and engage religious diversity as an asset can strengthen team cohesion and improve performance
- [Religious and Spiritual Identification](#)
  - 82% of Americans describe themselves as religious or spiritual



# APPENDIX C Workplace Research

- [2023 Work in America Survey](#)
  - 92% of workers said it is very (57%) or somewhat (35%) important to them to work for an organization that values their emotional and psychological well-being
- [Statistics on Taking Breaks at Work](#)
  - Taking a break during the workday results in a 45% increase in productivity



# APPENDIX D

## Productivity: Process Reliability by Line

	8/31/2023	9/30/2023	10/31/2023	11/30/2023	12/31/2023	1/31/2024	Average		
Line 1	85%	87%	85%	83%	80%	75%	83%		
Line 2	90%	88%	84%	80%	79%	70%	82%		
Line 3	85%	87%	85%	83%	79%	75%	82%	Internal Productivity Benchmark Process Reliability	
Line 4	90%	88%	85%	80%	77%	70%	82%		
Average	88%	88%	85%	82%	79%	73%	82%		91%+
									85%-90%
									79%-84%
	8/31/2022	9/30/2022	10/31/2022	11/30/2022	12/31/2022	1/31/2023	Average		
Line 1	89%	89%	88%	87%	84%	85%	87%	73%-78%	
Line 2	88%	88%	86%	86%	87%	88%	87%	67%-72%	
Line 3	88%	88%	86%	86%	87%	88%	87%		
Line 4	89%	89%	88%	87%	84%	85%	87%		
Average	89%	89%	87%	87%	86%	87%	87%		

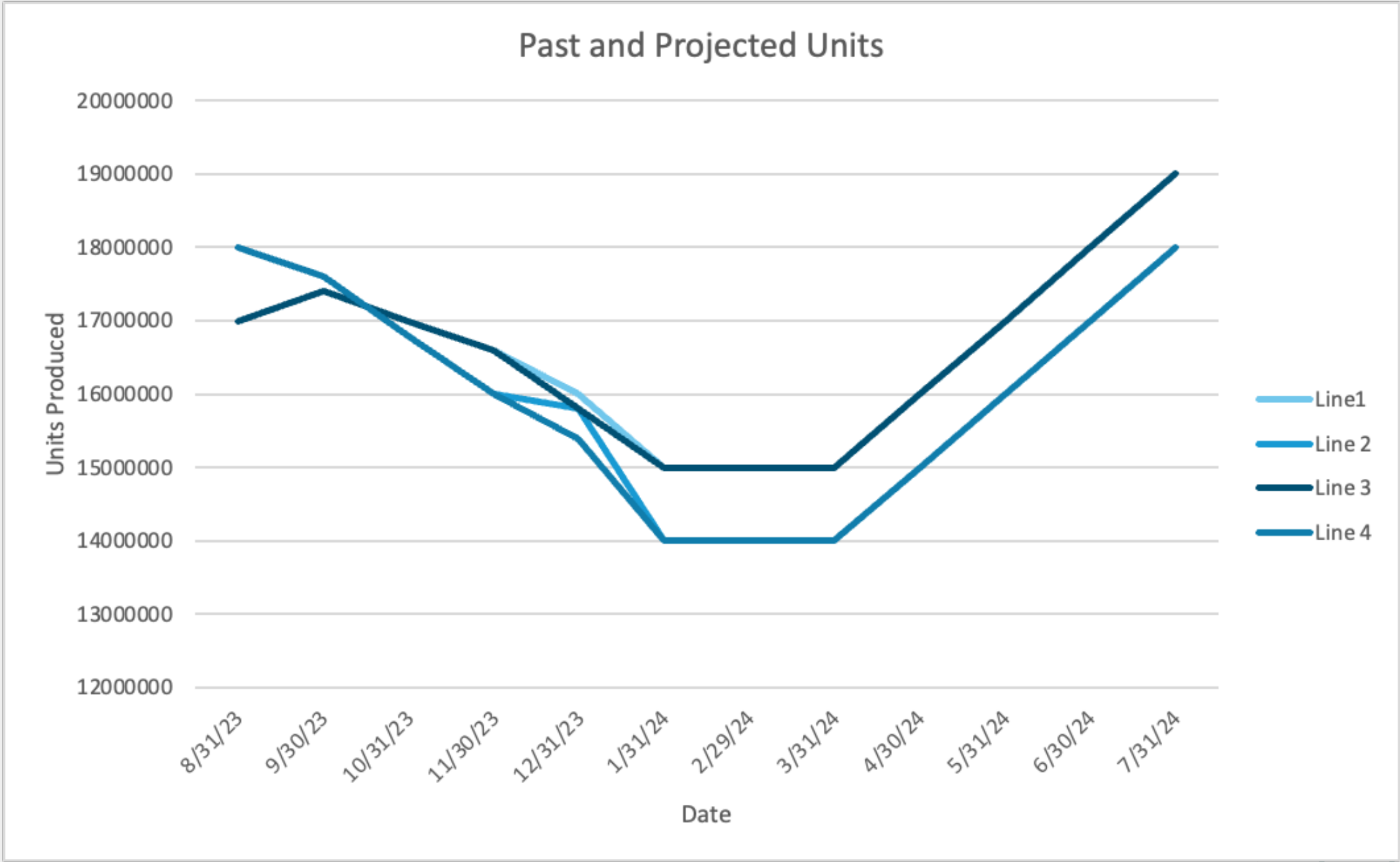
# APPENDIX E

## Sales Summary

		<b>Standard</b>	<b>8/31/22-1/31/23</b>	<b>8/31/23-1/31/24</b>
Reliability Rate		85%	87%	82%
Units per Employee ( <i>monthly</i> )		85,000	87,000	82,000
Employees ( <i>full-time</i> )		200	200	200
Units per Plant ( <i>monthly</i> )		17,000,000	17,400,000	16,400,000
Total Units per Plant		204,000,000	208,800,000	196,800,000
Unit Cost		\$0.60	\$0.60	\$0.60
<b>Net Sales</b>		<b>\$122,400,000</b>	<b>\$125,280,000</b>	<b>\$118,080,000</b>

# APPENDIX F

## Past and Projected Units



# APPENDIX G

## Potential Scrap Savings

Total # of Unplanned Issues Across All Lines	6	6	4	4	3	4	
Cause of shutdown	1,1,2,3,3,2	1,1,1,2,2,2	1,2,3,4	1,2,3,4	4,3,4	1,1,3,3	
Total Time Down due to Unplanned Issues ( <i>minutes</i> )	270	270	180	180	135	180	
Scrap due to Unplanned Down Time ( <i>\$ USD</i> )	\$337,500	\$337,500	\$225,000	\$225,000	\$168,750	\$225,000	
Cause of shutdown Excluding Permissible Issues	1,2	1,1,2,2	4	4	4,4	1	
Total Time Down due to Unplanned Issues Excluding Permissible Issues	90	180	45	45	90	45	
<b>Scrap due to Unplanned Down Time Excluding Permissible Issues</b>	<b>\$112,500.00</b>	<b>\$225,000.00</b>	<b>\$56,250.00</b>	<b>\$56,250.00</b>	<b>\$112,500.00</b>	<b>\$56,250.00</b>	<b>\$618,750.00</b>
	<b>8/31/2023</b>	<b>9/30/2023</b>	<b>10/31/2023</b>	<b>11/30/2023</b>	<b>12/31/2023</b>	<b>1/31/2024</b>	
Total # of Unplanned Issues Across All Lines	5	4	7	7	9	12	
Cause of shutdown	1,3,4,1,2	3,3,6,1	1,1,3,4,1,3,4	1,1,3,4,1,3,4	1,1,1,2,2,2,3,3,4	1,1,1,1,2,2,3,3,4,6,6,1	
Total Time Down due to Unplanned Issues ( <i>minutes</i> )	225	190	315	315	405	540	
Scrap due to Unplanned Down Time ( <i>\$ USD</i> )	\$281,250	\$225,000	\$393,750	\$393,750	\$506,250	\$675,000	
Cause of shutdown Excluding Permissible Issues	4,1	-	1,4,1,4	1,4,1,4	1,1,2,2,4	1,1,1,2,4,1	
Total Time Down due to Unplanned Issues Excluding Permissible Issues	90	-	180	180	225	270	
<b>Scrap due to Unplanned Down Time Excluding Permissible Issues</b>	<b>\$112,500.00</b>	<b>-</b>	<b>\$225,000.00</b>	<b>\$225,000.00</b>	<b>\$281,250.00</b>	<b>\$337,500.00</b>	<b>\$1,181,250.00</b>

# APPENDIX H

## Calculated Savings

<b>Newtown Plant</b>	
# of Technicians	160
# of Employees	230
Approx. % of Technicians on a plant	69.57%
# of Direct Workforce Employees Across Company	18000
Estimated # of Technicians	12522
Current Attrition Rate	4.00%
Cost Per Turnover	\$ 15,000.00
# of lost employees	501
Cost of Lost Employees	\$ 7,513,043.48
Previous Year Attrition Rate	2%
Cost Per Turnover	\$ 15,000.00
# of lost employees	360
Cost of Lost Employees	\$ 5,400,000.00
<b>Different from previous year to current</b>	<b>\$ 2,113,043.48</b>

Unplanned Down Time Cost 2023-2024		Planned Down Time Cost 2023-2024	
	\$ 281,250.00		\$ 600,000.00
	\$ 225,000.00		\$ 600,000.00
	\$ 393,750.00		\$ 600,000.00
Average of Previous Available Months Unplanned Downtime Cost	\$ 393,750.00	Average of Previous Available Months Planned Downtime Cost	\$ 600,000.00
	\$ 393,750.00		\$ 600,000.00
	\$ 506,250.00		\$ 600,000.00
	\$ 675,000.00		\$ 600,000.00
Sum of Prev 6 months	\$ 2,475,000.00	Sum of Prev 6 months	\$ 3,600,000.00
Average Cost Per Month	412500	Average Cost Per Month	600000
Average Cost Per Year	4950000	Average Cost Per Year	7200000
Estimated Reduction	56%	Estimated Reduction	56%
Money Saved	2772000	Money Saved	4032000
<b>Total Money Saved from decreased Plant Down Time</b>	<b>\$</b>	<b>Total Money Saved from decreased Plant Down Time</b>	<b>\$ 6,804,000.00</b>

Savings from Attrition	\$ 2,113,043.48
Savings from Decreased Down Time	\$ 6,804,000.00
<b>Total</b>	<b>\$ 8,917,043.48</b>

# APPENDIX I

## Sales Summary Chart

