

OUR HR OFFICE

WE'RE RIGHT HERE.

Do The Math!

Our HR Office is specialized in saving you time and money with your business!

#DoTheMath

"In House" HR

One of the many hats of the restaurant operator

Our HR Office

A specialized restaurant HR company

1.

ONBOARDING INCLUDES: Employment Contract, W-4 form, I-9 form, Background Authorization Form, Employee Information Sheet, Direct Deposit Authorization, Benefits Election/Waiver, Employee Handbook Acknowledgement, Submitting a Timesheet.

Paperwork takes an average of **24-72 hrs** per person.

- Unengaged employees
- High turnover & inconsistency
- Frequent conflict & stress

Paperwork takes an average of **ONE HOUR** per person.

- Engaged employees
- We provide consistency
- We handle the conflict & stress

#DoTheMath

Lets assume you have 25 employees total and your turnover rate is 70% - that means you hire 18 new employees every year. (**More than 2 per month.**) You are spending **54 hours a year** simply onboarding employees, not to mention all the other time it takes for new hires. **Want to know what it costs you to onboard a new employee?** See **#themath** below.

3.

TERMINATION INCLUDES: Employee "At Will" Statement, Managing Unemployment Claims, Documentation & Management for Discipline Issues, Manage Risks of Rising Unemployment Tax Rates, Report Hire & Fire to Child Support & AG's Office.

In 2019, the annual restaurant staff turnover rate was **75%**

Find Out More  <https://connecteam.com/restaurant-hr-policies-procedures/>

- Unclear policies for behavior
- Potential lawsuits for negligence
- Long hours spent on process

LOW TURNOVER

results from:

Good Management	Good Scheduling	Benefits
Mentors	Conflict Resolution	Proper Training
	Company Culture	

- Clear rules set for behavior
- Align with employment law
- Process set to minimize hours spent.

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The average restaurant operator makes **\$65,000/year**. That equates to around **\$31/hour**. Lets assume you have 25 employees total and your turnover rate is 70% - that means you terminate 18 employees every year. (**More than 2 per month**) You are spending 54 hours a year simply terminating employees. This means it costs you **\$1500/year** if it takes you 1 hour per employee to terminate. Not to mention managing final pay and unemployment. **Does it take you 1 hour per employee to terminate?**

2.

MANAGEMENT INCLUDES: Engagement with Training Employees, Conflict Management, DEI, Building and Enhancing Your Culture, & Employee Satisfaction. This MATTERS and keeps turnover rates low.

Management is **less effective** without clear goals, mentors, & employee feedback

- Uncontrolled trainings
- No conflict resolutions
- Loss of company culture

Management is **more effective** with clear goals, mentors, & employee feedback

- Employees trained properly
- Conflict resolution techniques
- Culture that incentivizes retention

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You have 25 employees total and your turnover rate is reduced to **10%** (Incredible)- that means you hire 2.5 new employees every year. (**less than one every 6 months**) You are spending **more time doing the things you want** by using Our HR Office.

OUR HR OFFICE

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