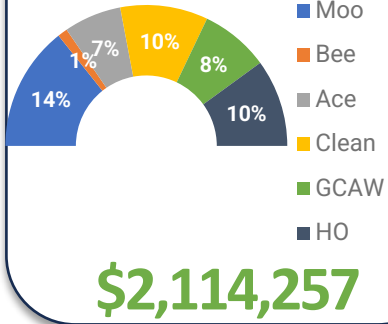


Payroll & Benefits

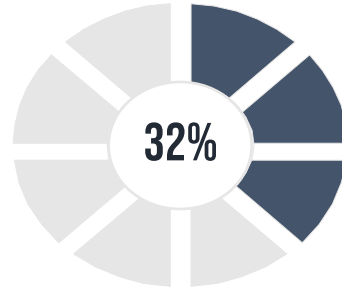
Payroll



On Demand Pay

On Demand Pay	
121 Employees	723 Transactions
\$164,426 total payouts	

Benefit Participation



Commissions

**\$98,001**

Promotions

**17**

Time & Labor

Added Punches

**1,383**

Deleted Punches

**472**

Timecard Adjustments

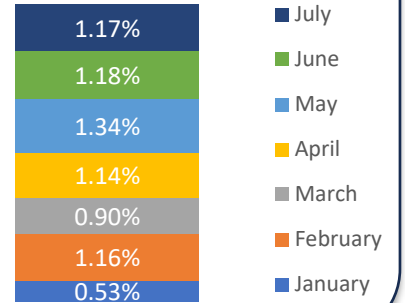
**2,088**

Missed Punches

- Ian Davis (24)
- James Smith (22)
- Tyler Osborne (20)
- Cameron Trowbridge (20)
- Jamie Woolard (18)
- Deshaun Dixon (18)

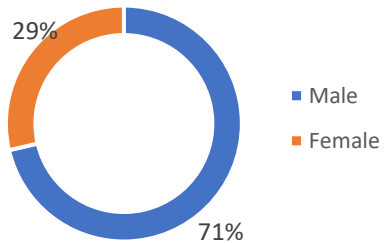
**1,310**

Overtime

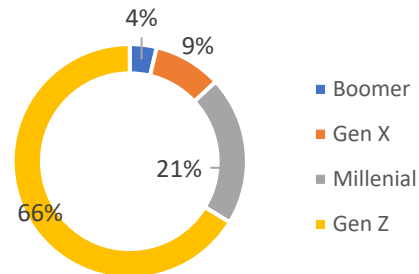


Demographics

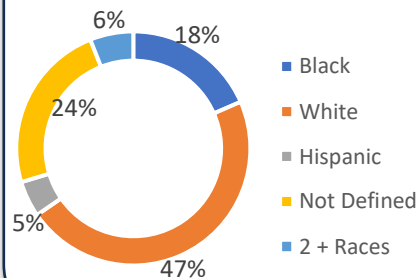
Gender



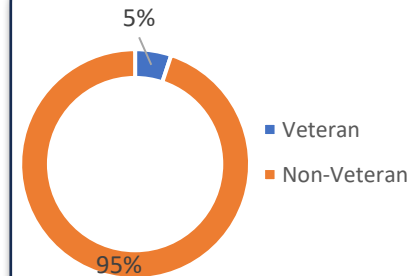
Generation



Ethnicity

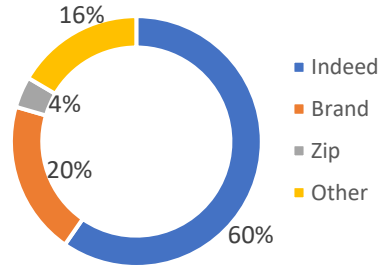


Veteran



**Recruiting**

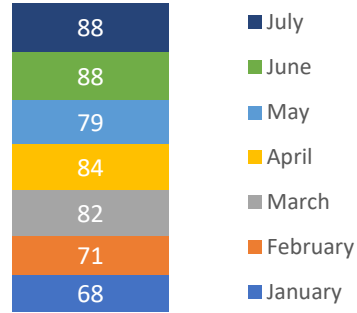
**Applicant Source**



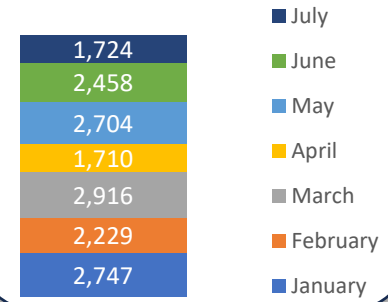
**Interviews**

- Brenda - 32
- Josh - 123
- Justin - 122
- Unique - 103

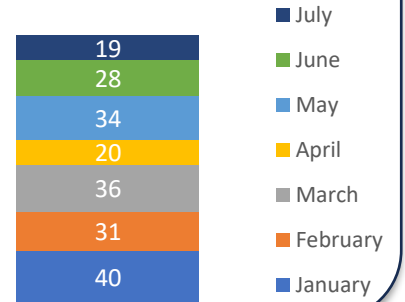
**Jobs Published**



**Applicants**



**Apps Per Job**

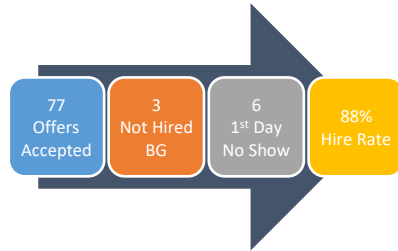


**Onboarding & Hiring**

**WOTC**

**93%**  
Participation Rate  
**\$3,000**

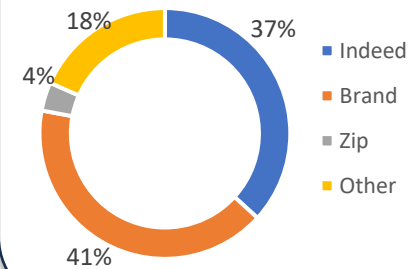
**Hire Rate**



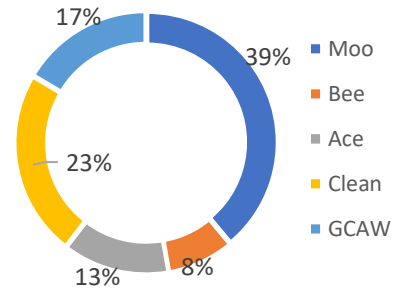
**Avg Days to Fill**

**11**

**Hires by Source**



**Hires**



**HC & Turnover**

**HC**

**945**  
Headcount Growth  
**+1.3%**

**Position HC**

Position	HC
Site Manager	94
Assistant Site Manager	173
Team Lead	225
Team Member	354

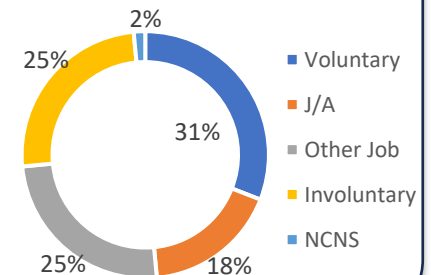
**Turnover Rate**

**5.6%**

**Class Turnover**

Class	Turnover
Training	8.2%
Bench	33.3%
Management	0.4%
Hourly	7.9%

**Turnover Rate**



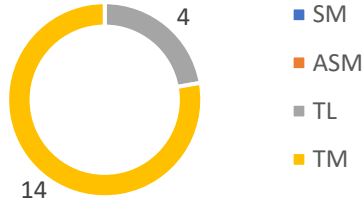
Moo

Hires

101 - 1	112 -	123
102	113	124 - 3
103	114 - 2	125 - 2
104	115 - 3	126
105	116 - 1	127 - 1
106	117	128 - 1
107	118	129
108	119	130 - 1
109 - 2	120	131
110 - 5	121	133 - 2
111	122	

24

Brand Turnover



5%

Site Turnover

Site	Turnover
Heath (110)	36.4%
Grandview (106)	22.2%
Hamilton Qtr (127)	20.0%
Groveport (121)	20.0%
Dublin (104)	20.0%
East Main (118)	18.2%

Overtime Costs

Site	OT Cost
Bexley (114)	\$2,135
Mill Run (133)	\$1,903
Lowe's (128)	\$1,315
Lancaster (111)	\$1,045
Westerville N (119)	\$1,019
Whitehall (126)	\$844

Progressive Discipline

- Level 1 – 11
- Level 2 – 6
- Final - 1

18

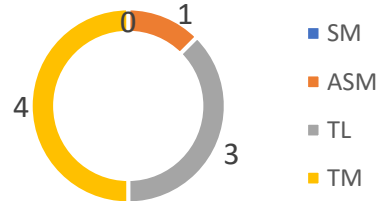
Ace

Hires

201	211 - 1
202	212
203	213 - 3
204	214
205	
206 - 1	
207 - 1	
208	
209 - 2	
210	

8

Brand Turnover



6%

Site Turnover

Site	Turnover
Airway (209)	25.0%
Moraine (207)	16.7%
Chester Park (212)	14.3%
Hamilton (208)	12.5%
Seajay (204)	12.5%
Huber Heights (203)	11.1%

Overtime Costs

Site	OT Cost
Airway (209)	\$711
Hamilton (208)	\$688
Moraine (207)	\$612
Indian Ripple (202)	\$412
Kettering (214)	\$255
Huber Heights (203)	\$209

Progressive Discipline

- Level 1 – 3
- Level 2 – 2
- Final - 0

5

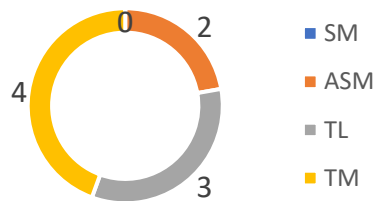
Clean

Hires

301	312	601
302 - 2	313	602
303	314	603 - 1
304 - 1		604
305 - 1	401	606
306	402	607
307	403	608
308	404	609 - 1
309 - 1	405	610 - 1
310	406 - 1	
311 - 2	408 - 3	

14

Brand Turnover



5%

Site Turnover

Site	Turnover
Lambertville (408)	33.3%
Parma II (311)	28.6%
East Lake (305)	16.7%
West Mifflin (609)	14.3%
New Kens (601)	14.3%
Streetsboro (307)	14.3%

Overtime Costs

Site	OT Cost
East Lake (305)	\$1,427
Perrysburg (404)	\$801
Lambertville (408)	\$579
West Laskey (403)	\$573
Old Mill (604)	\$539
Sylvania (406)	\$452

Progressive Discipline

- Level 1 – 11
- Level 2 – 4
- Final - 3

18

**GCAW**

### Hires

502	511
503 - 1	512
504	513
505	514 - 2
506 - 2	515
507	516 - 1
508 - 1	517 - 1
509 - 1	522
510 - 1	528

**10**

### Brand Turnover

■ SM
■ ASM
■ TL
■ TM

**11%**

### Site Turnover

Site	Turnover
High Street (506)	42.9%
Turnpike (515)	33.3%
Tidewater (508)	30.0%
Broad Street (528)	25.0%
Suffolk (507)	22.2%
Brook Road (510)	16.7%

### Overtime Costs

Site	OT Cost
Tidewater (508)	\$717
Yadkin (511)	\$285
Broad Street (528)	\$63
High Street (506)	\$51
Nine Mile (509)	\$46
Mercury (516)	\$44

### Progressive Discipline

- Level 1 – 0
- Level 2 – 1
- Final - 3

**4**

**Bee**

### Hires

201	211 - 1
202	212
203	213 - 3
204	214
205	
206 - 1	
207 - 1	
208	
209 - 2	
210	

**8**

### Brand Turnover

■ SM
■ ASM
■ TL
■ TM

**4%**

### Site Turnover

Site	Turnover
Maysville (703)	12.5%

### Overtime Costs

Site	OT Cost
Maple Ave (701)	\$198
Maysville Ave (703)	\$174

### Progressive Discipline

- Level 1 – 1
- Level 2 – 0
- Final - 0

**1**