

SYNERGY THROUGH DIVERSITY

STRENGTHENING OMNIBRANDS WITH FAITH & BELIEF

Group 9

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OUR TEAM



Amanda Auciello
Business Strategy



Alec Petersen
Human Capital



Benjamin Castillo
Finance



Zahra Kamel
Operations

**BEING EMPLOYED ISN'T JUST ABOUT
HAVING A JOB ANYMORE...**

**IT IS INEXTRICABLY LINKED TO
OUR CORE VALUES.**

OMNIBRANDS VISION & VALUES

We work as a single team with a common goal - to enhance the lives of consumers around the world through top-quality branded products and services.

Integrity

Stewardship

Respect for
Individual

Excellence

QUADRANTS OF HOLISTIC HEALTH



Physical Health

- Physical energy to complete tasks
- Pain-free



Mental Health

- Manageable workload
- Accessibility to mental health resources
- Ability to handle work-related stress



Social Health

- Sense of belonging & inclusion
- Meaningful relationships outside of work
- Supported by managers



Spiritual Health

- Personal values & beliefs respected
- Purposeful work
- Space for spiritual or personal reflection

INDUSTRY ANALYSIS

Workforce Composition

~80% of workforce are direct labor employees

- Burnout is a particularly relevant topic because of lingering pandemic-related pressures
- Employees feel disposable and undervalued

Trends

- Organizations are relying on HR for growth strategy
- Employees demand upskilling and development opportunities

KEY FINDINGS: EMPLOYEE SURVEY

- Opportunity Areas: Mental Health & Spiritual Health
 - Simultaneous improvements to Physical Health & Social Health
- Q1 to Q4
 - All quadrants declined
 - Social - neutral
- Results indicate employee burnout

EMPLOYEE TESTIMONY

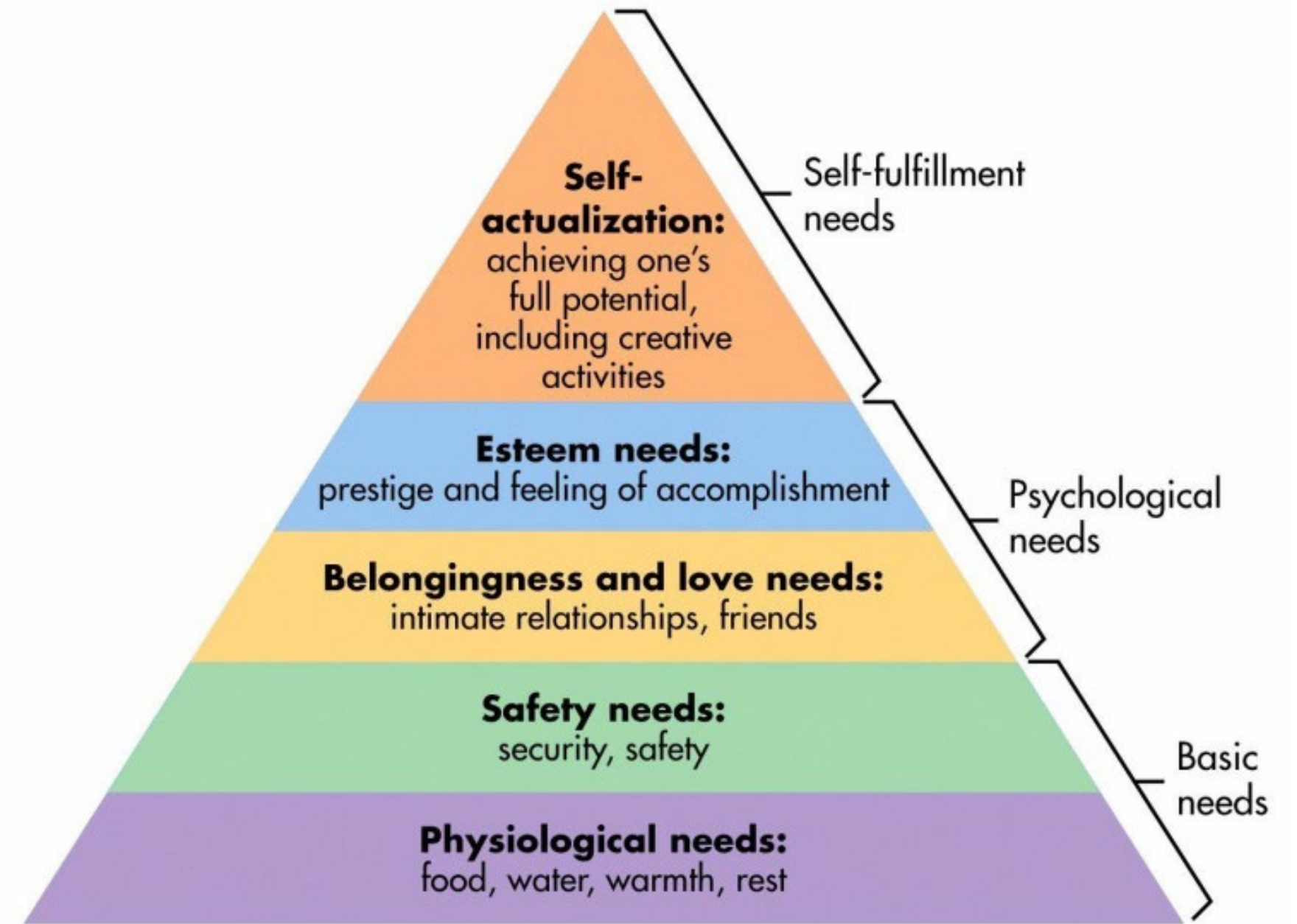


“A lot of good people have left because they’re just burned out or feel like they’re missing out on life outside work. We’re all feeling the stretch.”



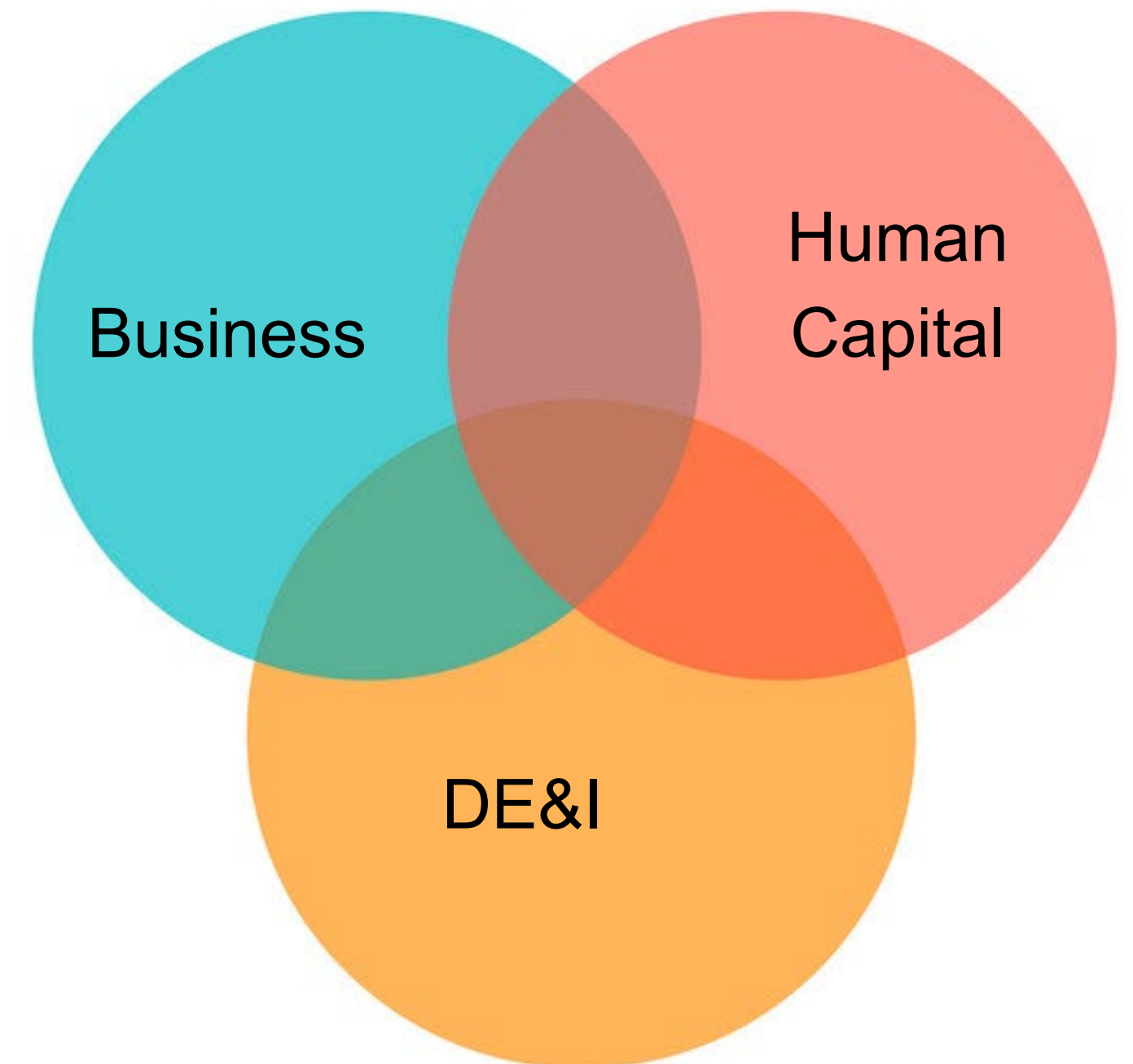
HIERARCHY OF NEEDS

- Our strategy will address these concerns and suggest an implementation plan
- To achieve company vision, need to address unmet basic needs (rest & burnout)
- Must make employees feel like they contribute to meaningful work



INTEGRATED STRATEGIES; ROOTED IN OUR VALUES

- Business
 - “Do things better, faster, and for less money”
- Human Capital
 - Best-in-class talent development
- DE&I
 - Niche as a faith-friendly employer



ORGANIZATIONAL HEALTH

The health of an organization is the alignment around a clear vision, strategy, and culture



Strong
Organizational
Health

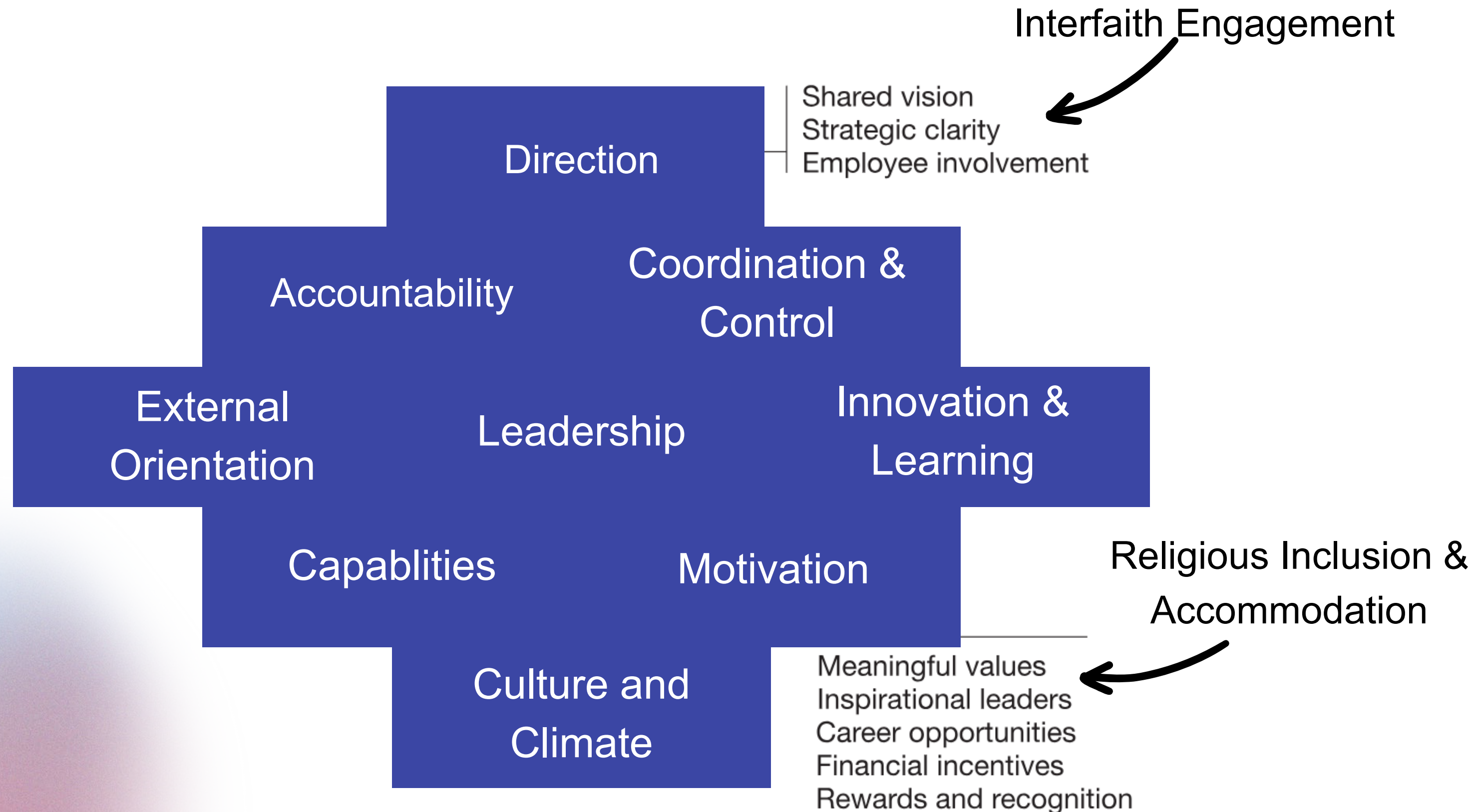


Improvements in
Employee Wellbeing



Tangible
Performance Gains

ORGANIZATIONAL HEALTH



INTERFAITH AT PRESENT

OmniBrands is a Trailblazer

According to the 2023 REDI Index, only 8.6% of Fortune 500 companies publicly report having faith-oriented ERGs

Strong Charter, Low Engagement

	Corporate	Plant	Total
Total Employees	2,000	18,000	20,000
Members on email list	323	378	701
<i>Members as a % of Total Employees</i>	<i>16.15%</i>	<i>2.10%</i>	<i>3.51%</i>
Active Members*	42	8	50
<i>Active As a % of Total Members</i>	<i>13.00%</i>	<i>2.00%</i>	<i>7.07%</i>
*Active members attend at least 1 event per year			

INTERFAITH AS A BUSINESS DRIVER

PER IFYC and Society of HR Management,
Honoring diverse religious identities can...

- Enhance employee morale, satisfaction, and sense of belonging
- Increase employee engagement and retention
- Improve operational and financial performance

Aligning interfaith engagement with broader business imperatives improves performance and drives results

BRIDGING INTERFAITH ENGAGEMENT AND VALUES

OmniBrands's ERG framework is inherently linked to existing company values:

- By respecting and accommodating for religious diversity, OmniBrand is connecting to its value of respect for the individual.
- Interfaith Engagement has been proven to improve cohesion and performance, which promotes OmniBrand's value of excellence.

PROPOSED SCHEDULE

	<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>	<u>Saturday</u>	<u>Sunday</u>	
Week 1	Group 1	ON CALL	Work (N)	Work (N)	Work (N)	NONE	NONE	SPLIT SHIFT
	Group 2	WORK (D)	WORK (D)	WORK (D)	WORK (D)	SPLIT SHIFT	NONE	NONE
	Group 3	Work (M)	Work (M)	Work (M)	Work (M)	NONE	SPLIT SHIFT	NONE
	Group 4	SPLIT SHIFT	NONE	NONE	SPLIT SHIFT	Work (N)	Work (N)	Work (N)
	Group 5	Work (N)	SPLIT SHIFT	NONE	NONE	WORK (D)	WORK (D)	WORK (D)
	Group 6	NONE	NONE	SPLIT SHIFT	NONE	Work (M)	Work (M)	Work (M)
	<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>	<u>Saturday</u>	<u>Sunday</u>	
Week 2	Group 1	WORK (D)	WORK (D)	WORK (D)	WORK (D)	SPLIT SHIFT	NONE	NONE
	Group 2	ON CALL	Work (M)	Work (M)	Work (M)	NONE	SPLIT SHIFT	NONE
	Group 3	SPLIT SHIFT	Work (N)	Work (N)	Work (N)	NONE	NONE	SPLIT SHIFT
	Group 4	Work (N)	NONE	SPLIT SHIFT	NONE	WORK (D)	WORK (D)	WORK (D)
	Group 5	NONE	NONE	NONE	SPLIT SHIFT	Work (M)	Work (M)	Work (M)
	Group 6	Work (M)	SPLIT SHIFT	NONE	NONE	Work (N)	Work (N)	Work (N)
	<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>	<u>Saturday</u>	<u>Sunday</u>	
Week 3	Group 1	Work (M)	Work (M)	Work (M)	Work (M)	NONE	SPLIT SHIFT	NONE
	Group 2	Work (N)	Work (N)	Work (N)	Work (N)	NONE	NONE	SPLIT SHIFT
	Group 3	WORK (D)	WORK (D)	WORK (D)	WORK (D)	SPLIT SHIFT	NONE	NONE
	Group 4	NONE	SPLIT SHIFT	NONE	NONE	Work (M)	Work (M)	Work (M)
	Group 5	ON CALL	NONE	SPLIT SHIFT	NONE	Work (N)	Work (N)	Work (N)
	Group 6	SPLIT SHIFT	NONE	NONE	SPLIT SHIFT	WORK (D)	WORK (D)	WORK (D)

SCHEDULE HIGHLIGHTS

3 shifts, 10.5 hours each, 1.5 hours of break

- Day Shift: 8:00 AM - 6:30 PM
- Night Shift: 4:00 PM - 2:30 AM
- Swing Shift: 12:00 AM - 10:30 AM

IMPLICATION ASSUMPTIONS

- 16% Fewer Hours Worked
- 10% Increase in Per Capita Output
- 90% Process Reliability Score
- 50% Reduction in Scrap Errors
- 0.5% Attrition Rate

REVENUE PROJECTIONS

	<u>Units per Employee</u>	<u>Process Reliability</u>
<u>Base</u>	21250	80
<u>Projected</u>	22091	90
<u>OmniBrands Standard</u>	22578	85
<u>Comparison</u>	-487	Above Standard
	<u>Revenue Shortfall</u>	
<u>Revenue</u>	\$ (525,960.00)	

SAVINGS PROJECTIONS

<u>Payroll</u>	<u>Cost Per Day</u>	<u>Hours per Shift</u>	<u>Shifts</u>
<u>Current Schedule</u>	\$ 42,000.00	12.5	2
<u>Proposed Schedule</u>	\$ 33,000.00	10.5	3
<u>Daily Cost Savings</u>	\$ 9,000.00		
<u>Monthly Cost Savings</u>	\$ 270,000.00		

<u>Scrap</u>	<u>Cost Per Month</u>	<u>Process Errors</u>
<u>Current Scrap</u>	\$ 332,812.00	71
<u>Improved Scrap</u>	\$ 164,062.00	35
<u>Monthly Cost Savings</u>	\$ 168,750.00	

<u>Attrition</u>	<u>Cost Per Month</u>	<u>Attrition Rate</u>
<u>Current Attrition</u>	\$ 108,000.00	4.0%
<u>Improved Attrition</u>	\$ 13,500.00	0.5%
<u>Monthly Cost Savings</u>	\$ 94,500.00	

SAVINGS PROJECTIONS

<u>Final Tally</u>	
<u>Revenue Reduction</u>	\$ (525,960.00)
<u>Payroll Savings</u>	\$ 270,000.00
<u>Scrap Savings</u>	\$ 168,750.00
<u>Attrition Savings</u>	\$ 94,500.00
<u>Total Financial Impact</u>	\$ 7,290.00

STRATEGIC GOALS



Employee Morale

Wellness Survey
Absenteeism
Retention



Productivity

Process Reliability
Efficiency
Scrap Factor



Profitability

Payroll Expense
Turnover Costs
Operating Efficiency

ERG Participation measured across all three goals (Newtown as Pilot)

WFP MODEL CHANGE - STRIKE A BALANCE BETWEEN PEOPLE & PRODUCTIVITY

IMPROVEMENT

Lower burnout & attrition

Improved process reliability

Reduces Scrap factor

TRADEOFF

Decrease in total working hours

Decrease in total units produced

Greater productivity; fewer mistakes; decreased turnover

Model can be implemented on a sliding scale for optimal production

ERG Participation measured across all three goals (Newtown as Pilot)

WELLNESS STRATEGY

Workforce Planning



Shift
Duration



Floating
Holidays



Flexible Time
Policy

Signature Strengths



Mentorship
Program



Inclusive
Initiatives

CONCLUSION

Our business strategy positions us for sustainable growth and resilience in a dynamic marketplace. By aligning our vision, leveraging our strengths, and adapting to change, we are confident in our ability to succeed.



**THANK
YOU**