

## Deepening our impact through Opportunity Hiring & Employee Experience Management

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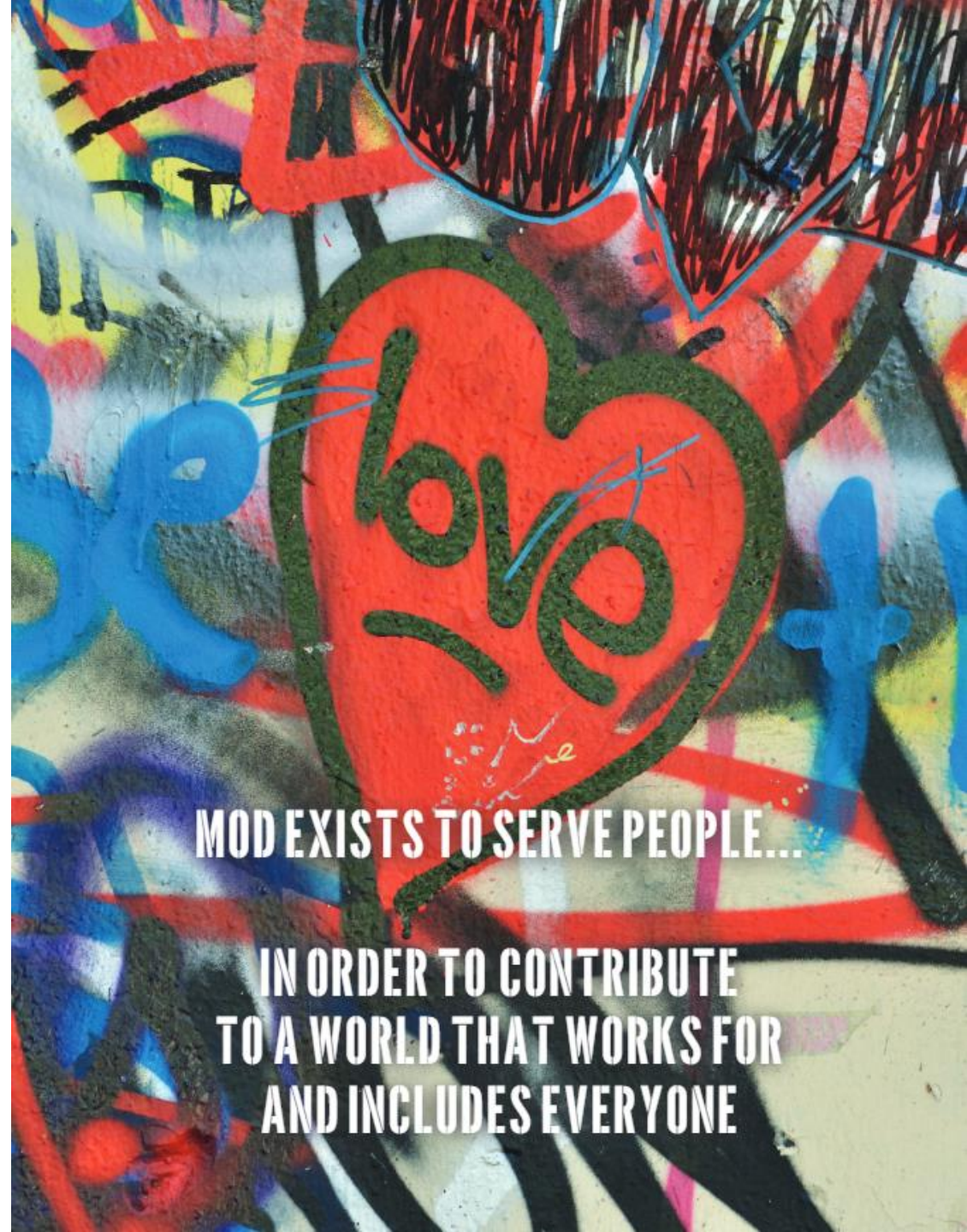


# Who/What is MOD Pizza?

With a mission to use the business as a platform to **make a positive impact**, we are focused on **providing opportunities** to people who face barriers to steady employment, to **giving back** in big ways.

We exist to **serve people**, to contribute to a world that works for and includes everyone – by **providing community and meaningful work** to those who aspire to use business as a platform for **changing lives and communities**.

- Founded in 2008
- 500+ locations (29 US states + 2 in Canada)



MOD EXISTS TO SERVE PEOPLE...

IN ORDER TO CONTRIBUTE  
TO A WORLD THAT WORKS FOR  
AND INCLUDES EVERYONE





THIS IS NOT  
A PIZZA PLACE





# Talent is Everywhere

Opportunity is Not

# MEASURING IMPACT

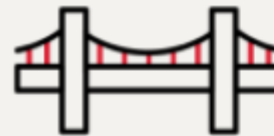
MOD IS COMMITTED TO BE THE LEADING EMPLOYER\* FOR INDIVIDUALS FACING BARRIERS. WE DO THIS IN 4 WAYS:

BREAKING DOWN BARRIERS



## Opportunity

Working with partners to break down employment barriers



## Stability

Building resilient mental and economic health

INVESTING IN THE JOURNEY



## Mobility

Providing access to career and wealth building programs



## Advocacy

Joining our voice with others to improve equitable access

BEYOND THE FIRST STEP

VOICES WORKING TOGETHER



# MOD Opportunity Network (MOD O.N.)

A NATIONAL COALITION TO CREATE JOBS AND SUPPORT PEOPLE WITH BARRIERS TO EMPLOYMENT

MOD is leading the way in creating a sustainable and scalable model  
to support job readiness, placement and retention for underserved populations



# Justice-involved populations

**~80 million**

adult Americans (1 in 3) are  
justice-involved

**5x**

unemployment rate than the  
unemployment rate for the  
general U.S. population

**>60%**

of formerly incarcerated  
individuals are unemployed  
one year after being released

**13**

years MOD company-owned stores have  
employed individuals with justice involvement

# Individuals with Intellectual and Developmental Disabilities

**26%**

of adults in the U.S.  
live with some form of  
disability

**85%**

do not have a paid job  
in their community

**40%**

of IDD individuals in the U.S.  
experience social isolation

**99%**

of company-owned MOD stores have  
provided employment opportunities to  
individuals with \*\*barriers to employment.



# Partners in Purpose: Developing a Coalition



[LOCATIONS](#)[MENU](#)[ORDER ONLINE](#)

# HAPPY PRIDE!

**EVERY DAY, THE MOD SQUAD SERVES PRIDE.**

Pride in our pizza, pride in our communities, and pride in our culture of belonging. Keep a lookout for Squad Stories we'll be sharing on our Instagram throughout the whole month!

follow us on [Instagram](#)



## COMING 6/5: PRIDE CAKE!

A portion of every cake sold supports the It Gets Better Project and their mission to uplift, empower, and connect LGBTQ+ youth around the globe.



# June is PRIDE month

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# Q&A



## MOD Pizza uses **SuccessFactors**

to put people first  
and manage opportunity hiring  
in a high turnover industry





# MOD's journey with SAP



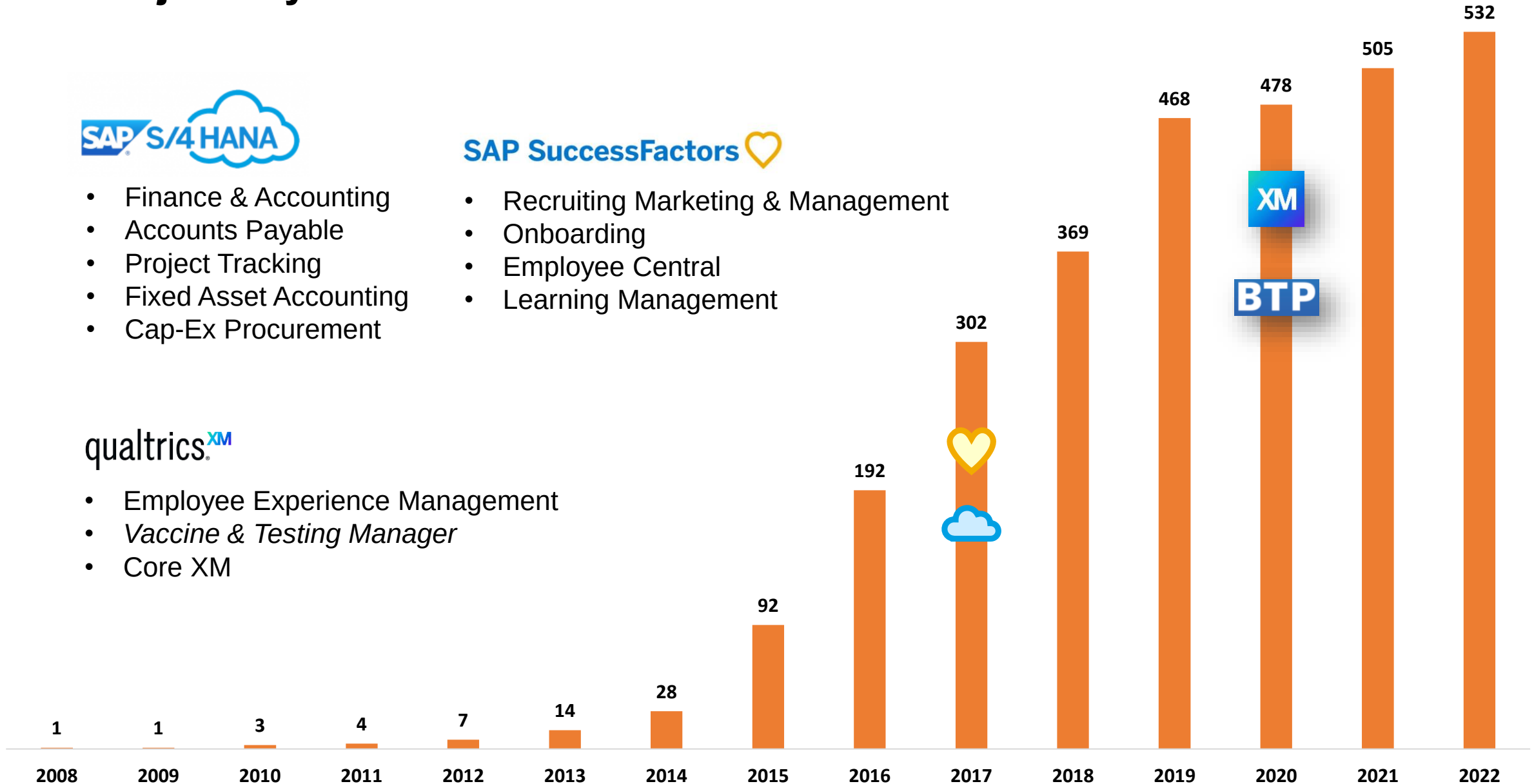
- Finance & Accounting
- Accounts Payable
- Project Tracking
- Fixed Asset Accounting
- Cap-Ex Procurement



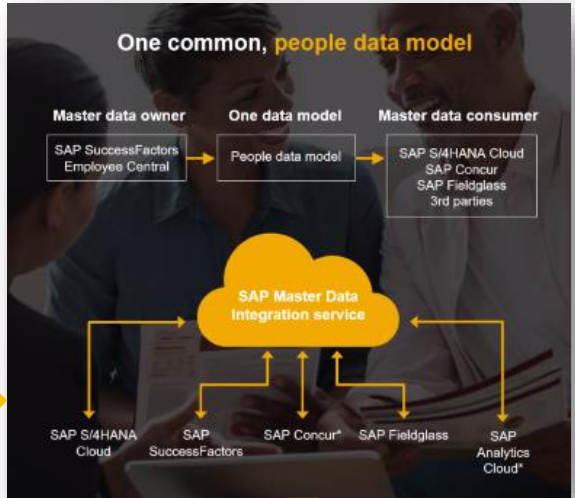
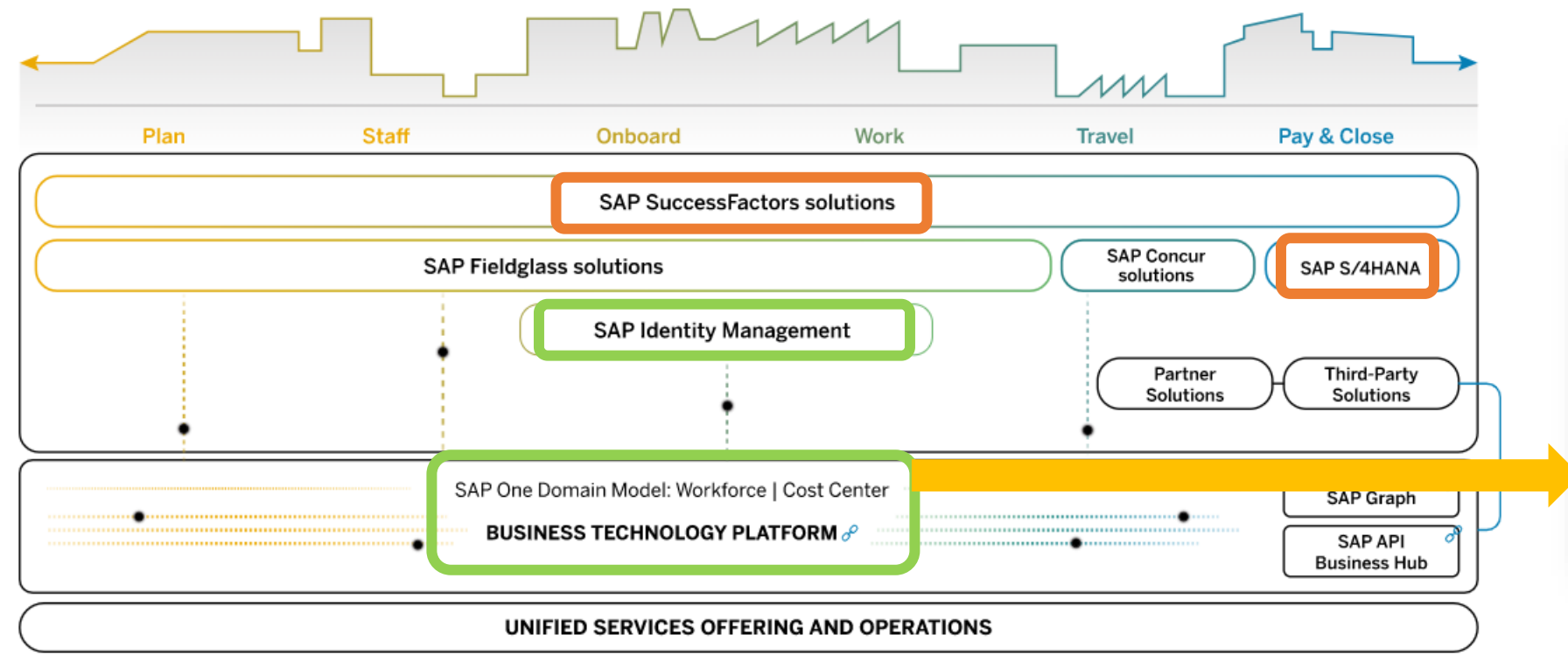
- Recruiting Marketing & Management
- Onboarding
- Employee Central
- Learning Management



- Employee Experience Management
- Vaccine & Testing Manager
- Core XM



# SAP Connected Cloud ERP and HXM: Recruit to retire



**1,000**  
new hires  
onboarded each  
month

**400**  
event data changes  
managed daily

**15**  
hours saved per  
week in labor



- Enables consistent data
- Enables 1:n integration
- Improves maintenance
- Minimizes configuration

# Recruit-to-Retire & Enterprise Integration

Recruit

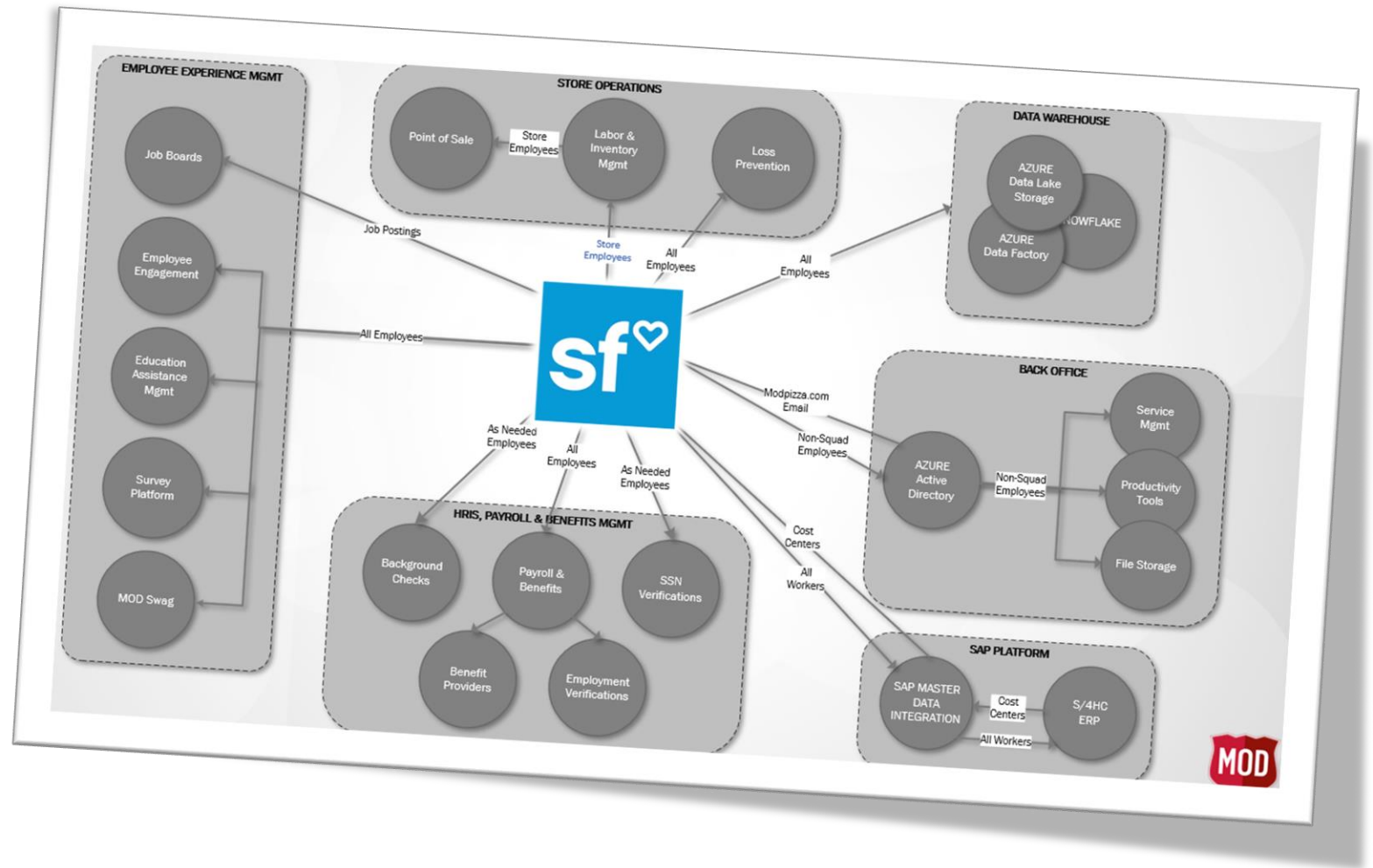
Onboard

Develop

Retain

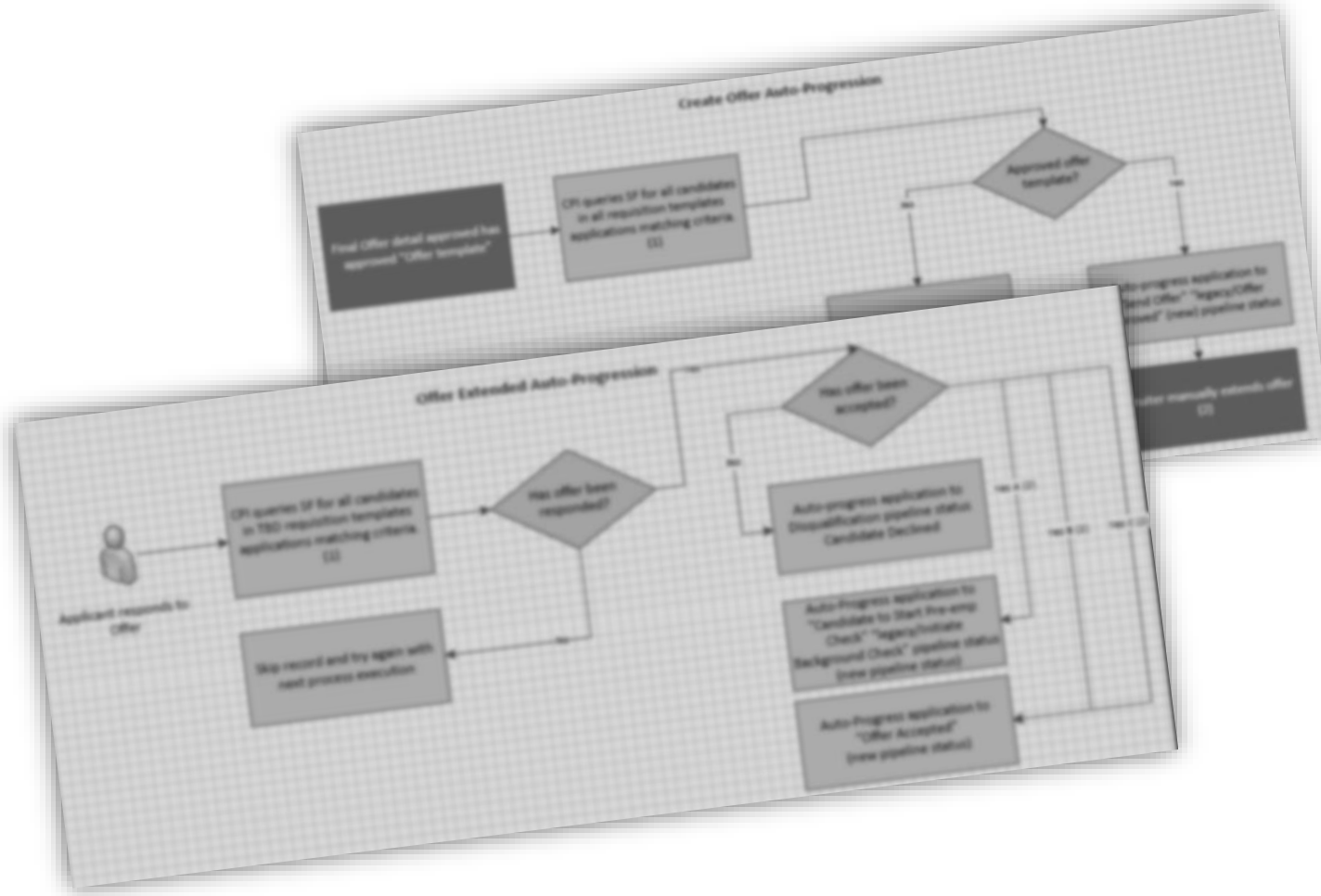
Offboard

- Reduced new hire onboarding time
- Compliance through automated user provisioning
- Ensures new hires have access to their relevant communication streams
- Establishes an early relationship with new hires
- Accelerated employee engagement & productivity from day 1 through ongoing learning and beyond





# Auto-Progression & Business Rules



- Saves time, increases accuracy and ensures compliance by **controlling pipeline statuses** based on templates and business rules
- Allows **Hiring Managers** to own their recruiting while ensuring the process is executed in the right order under the right conditions (Minors, HR Geographic Laws)
- Built on **SAP Cloud Integration** (CI), now part of the BTP

# Process Management



Initiate  
Onboarding  
Process

# Q&A







**EXM** Employee Experience Management

# EXM



EXM gathers continuous feedback from every employee experience to take the right actions to impact engagement, talent planning, productivity, and innovation.

Empowers an organization to take actions that put their people first.

**17%**

Higher  
productivity

**3x**

More revenue  
per employee

**40%**

Lower  
turnover



*Find joy in the*

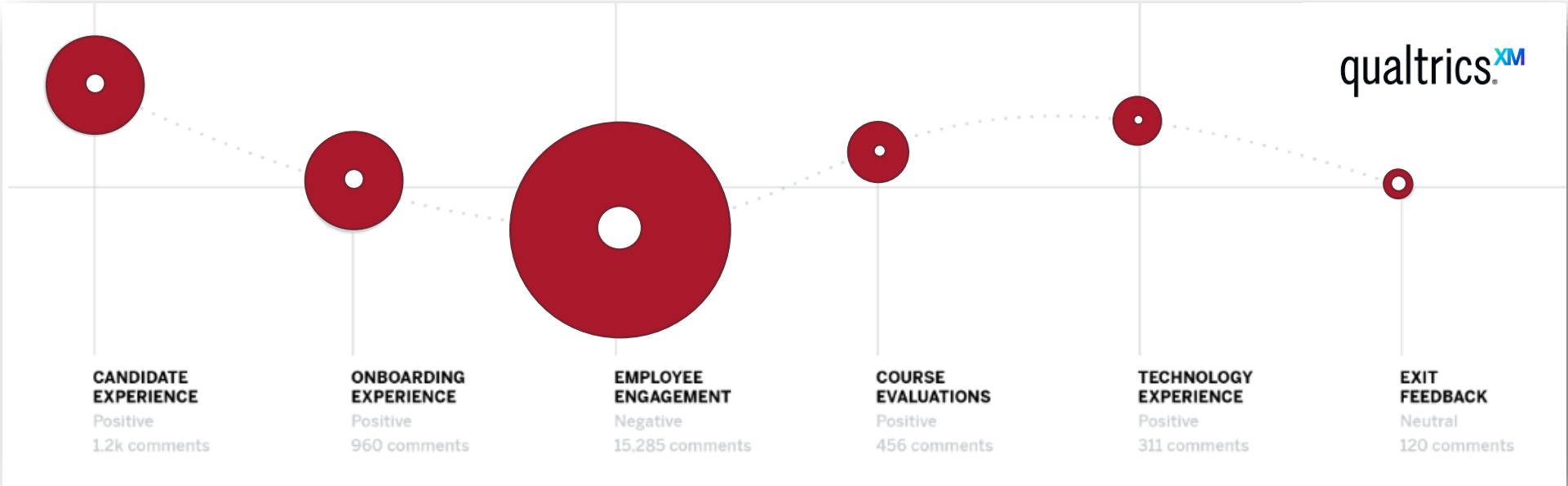
**JOURNEY.**

### Markers of employee engagement



### Outcomes of employee engagement

# MOD Listening Program

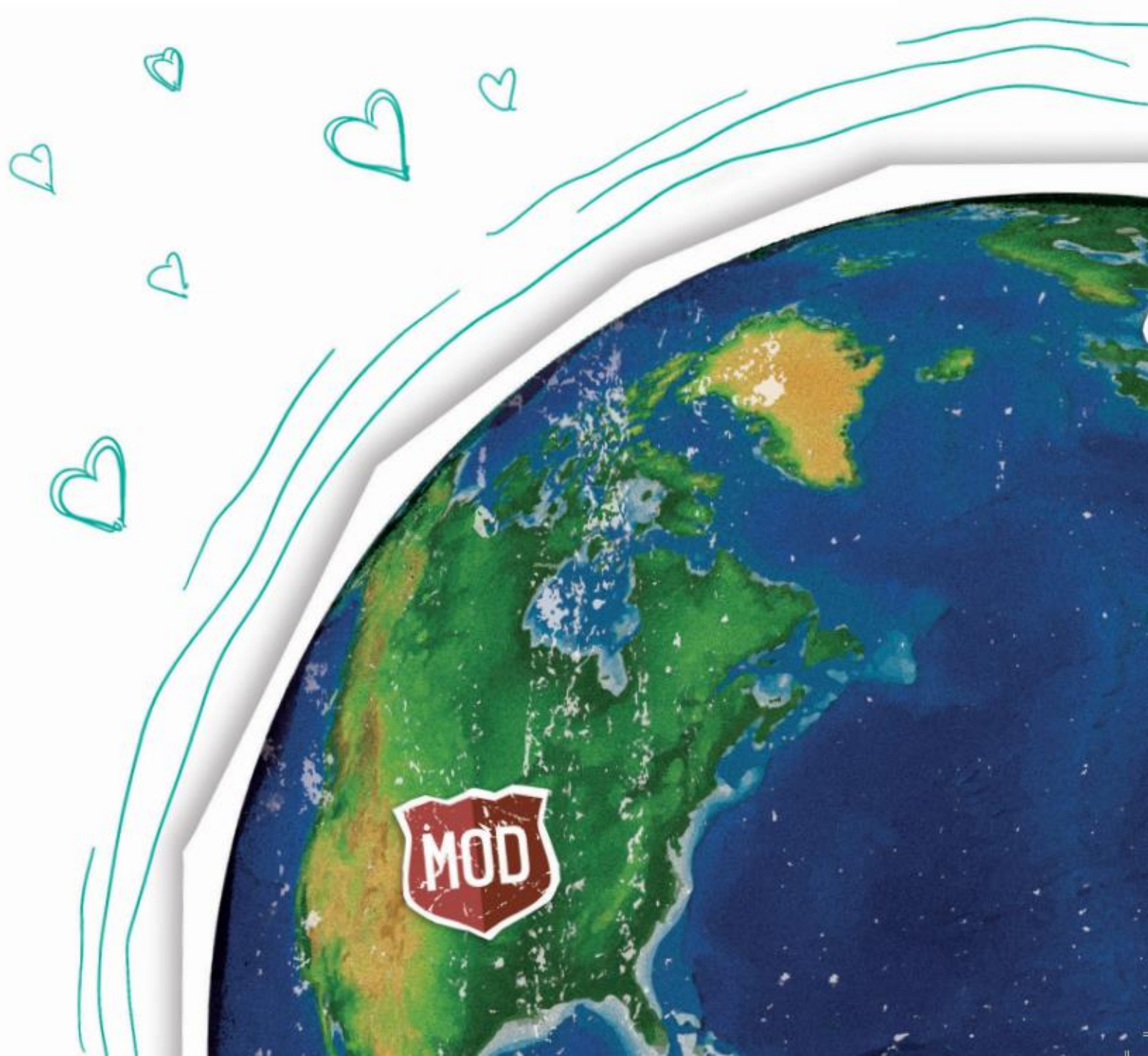




# Q&A



WHAT **M**ATTERS  
MOST IS WHAT  
YOU **D**O NEXT.





## How to Connect with Me

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