



# FAITH AND INCLUSION AT OMNIBRANDS

DRIVING REVENUE THROUGH TOLERANCE



# AGENDA:

- State of OmniBrands: Newton
- Why This Matters
- Our Recommendations
- Risk
- Next Steps





Ryan Wilson

"On Shabbat something happens to the world – the world becomes infinite again."

*Rabbi Schlomo*



Yash Agrawal

"Tolerance and diversity: Truth is one, paths are many."

*Swami Vivekananda*



Yasmin Abuomar

"And whoever saves a life, it will be as if they saved all of humanity."

*Surah Al-Ma'ida-32*



Hardik Jain

"I am neither anger, nor pride, nor deceit, nor greed."

*Kundakunda*

## OUR TEAM



# DRIVING REVENUE THROUGH TOLERANCE

STATE OF OMNIBRANDS: NEWTON

# LOST REVENUE

"After losing someone close to me, time off was good but I felt like even when I returned I couldn't function."

## OmniBrands Internal Productivity Benchmark

Process Reliability	Ranking
91%+	Exceptional
86% - 90%	Excellent
80% - 85%	Satisfactory
70%-79%	Needs Improvement
66% - 74%	Unacceptable

Process Reliability has fallen by 5% YoY... and by 8% compared to this quarter last year\*

\*Representing an increased scrap loss of \$956,250

# BURNOUT

## Exhibit 4c. Productivity: Plant Attrition Rate

	8/31/2023	9/30/2023	10/31/2023	11/30/2023	12/31/2023	1/31/2024
Technician Attrition Rate	1%	1%	2%	3%	3%	4%

	8/31/2022	9/30/2022	10/31/2022	11/30/2022	12/31/2022	1/31/2023
Technician Attrition Rate	2%	1%	1%	1%	1%	2%

- Attrition has increased by 250% over the same time period
- "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."

# DISEMPOWERING ENVIRONMENT

OmniBrands' NA Interfaith ERG Membership	Corporate	Plant	Total
Total Employees	2,000	18,000	20,000
Members on email list	323	378	701
Members as a % of total employees	16.15%	2.10%	3.51%
Active Members*	42	8	50
Active as a % of total members	13.00%	2.00%	7.07%
*Active members attend at least 1 event per year			

"It is challenging to regularly participate in daily prayers when I must be on the line my entire shift."

# QUIET QUITTING

"We've been allotted a supply closet for meditation and those who say daily prayers, however it gets busy and isn't easily accessible given our short breaks."

Exhibit 4a. Productivity: Process Reliability Issues	8/31/23	9/30/23	10/31/23	11/30/23	12/31/23	1/31/24
Total # of Unplanned Issues Across All Lines	5	4	7	7	9	12
Cause * see key	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	1,1,1,2,2,3,3,4,6,6,1
Total Time Down due to Unplanned Issues	225	180	315	315	405	540
Scrap due to Unplanned Down Time	\$ 281,250	\$ 225,000	\$ 393,750	\$ 393,750	\$ 506,250	\$ 675,000
Planned Down Time Per Month in minutes	480	480	480	480	480	480
Scrap due to Planned Down Time	\$ 600,000	\$ 600,000	\$ 600,000	\$ 600,000	\$ 600,000	\$ 600,000
<b>Avg Scrap Factor / Hour</b>	<b>\$ 75,000</b>	<b>\$ 75,000</b>	<b>\$ 75,000</b>	<b>\$ 75,000</b>	<b>\$ 75,000</b>	<b>\$ 75,000</b>

Exhibit 4a. Productivity: Process Reliability Issues	8/31/22	9/30/22	10/31/22	11/30/22	12/31/22	1/31/23
Total # of Unplanned Issues Across All Lines	6	6	4	4	3	4
Cause * see key	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	270	270	180	180	135	180
Scrap due to Unplanned Down Time	\$ 337,500	\$ 337,500	\$ 225,000	\$ 225,000	\$ 168,750	\$ 225,000
Planned Down Time Per Month in minutes	480	480	480	480	480	480
Scrap due to Planned Down Time	\$ 600,000	\$ 600,000	\$ 600,000	\$ 600,000	\$ 600,000	\$ 600,000
<b>Avg Scrap Factor / Hour</b>	<b>\$ 75,000</b>	<b>\$ 75,000</b>	<b>\$ 75,000</b>	<b>\$ 75,000</b>	<b>\$ 75,000</b>	<b>\$ 75,000</b>

Avg monthly Increase in Scrap due to Unplanned Issues : \$318,750





# DRIVING REVENUE THROUGH TOLERANCE

WHY THIS MATTERS

# OMNIBRANDS' EMPLOYEE WELLNESS

An employee with high well-being is an engaged employee

When employees trust that they will be treated fairly, they are 9.8 times more likely to look forward to work and 6.3 times more likely to take pride in their job.\*

\*Source: Appendix A

Areas	Concerns	Score
Physical Health	Ergonomics and fatigue	3.18
<b>Mental Health</b>	<b>Mental Health Resources</b>	<b>2.17</b>
Social Health	Belonging Inclusion	3.37
<b>Spiritual Health</b>	<b>Respecting Personal Beliefs</b>	<b>1.99</b>

# WHY DOES IT MATTER

Benefits of high work psychological safety:

**27%**

Reduction in employee  
turnover

**50%**

More Productivity

**76%**

More engagement

**57%**

More Collaboration

# WHY DOES IT MATTER

Benefits of high work psychological safety:

**2.3X**

Higher Cashflow per  
employee

**30%**

Increased Performance

**19%**

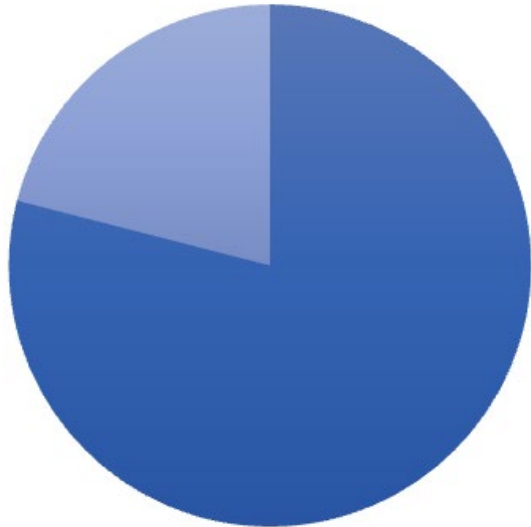
Higher Revenue

**75%**

Surpass Financial Goals

# FAITH AS EMPOWERMENT

**79% of Americans Identify with Faith**



- 56% say faith is a major factor in their careers
- Employee morale is affected most by religious accomodation\*

\*SHRM Religion and Corporate Culture Survey



## SOLUTIONS: RECENTERING FAITH

- Restructure Shifts
- Floating Holidays
- Interfaith Hall
- Re-Org ERG

# A NEW SHIFT FOR A NEW DAY

## Current Shift Rotations

- 12 Hour Shifts, 4 Days per Week
- Overtime hours – 16
- Direct labor wages - ~\$19.5 million

## Proposed Shift Rotations

- 8 Hour Shifts, 5 Days per Week
- Overtime hours – 8
- Direct labor wages - ~\$13.5 million
  - ↳ Savings in direct wages - ~\$6million

12 hour Shift Structure	Labor Wages	Manager Wages
Total Workers	176	24
Workers pay	25	27.5
Hours Worked	60	60
Overtime	28	28
Total Pay	325600	48840
Weekly Pay per employee	1850	2035
Yearly Pay	16931200	2539680
<b>Total Pay</b>	<b>19,470,880.00</b>	

8 Shift Structure	Labor Wages	Manager Wages
Total Workers	176	24
Workers pay	25	27.5
Hours Worked	48	48
Overtime	8	8
Total Weekly Pay	228800	34320
Weekly Pay per employee	1300	1430
Yearly Pay	11897600	1784640
<b>Total Pay</b>	<b>13,682,240.00</b>	
<b>Total Savings in Overtime</b>	<b>5,788,640.00</b>	

Reduction in Attrition	
Total Employees	200
Increase Voluntary Attrition Rate	2%
Yearly Attrition	48
Attrition Cost	15,000
<b>Total Attrition Cost per year</b>	<b>720,000</b>

Annual Savings for DEI focused Initiatives	
Savings in Overtime	6,000,000
Reduce Attrition	720,000
Savings in Scrap	3,825,000
<b>Total Savings</b>	<b>10,545,000</b>

# THE NEW STRUCTURE



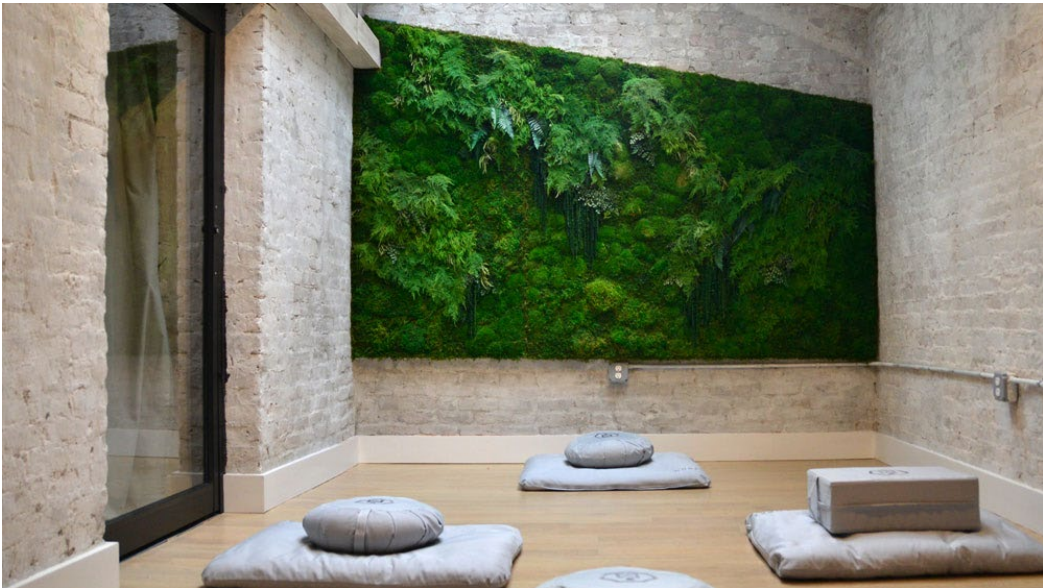
# FLOATING HOLIDAYS



"As an Interfaith Organization, how do you handle religious holidays for your employees?"

*\*Harvard Business Review*

# INTERFAITH PRAYER CENTER



"At the heart of the center is an atmosphere that both ideally and practically links the theological ideas of varying faith traditions with concrete deeds of social and community service."

*\*Johns Hopkins*

## Age structure and median age of U.S. religious groups

% of U.S. adults in each religious group who are ages 18-29, 30-49, 50-64 and 65 or older

	Ages				Median age
	18-29	30-49	50-64	65+	
Presbyterian Church in America	11%	18%	32%	39%	59
Presbyterian Church (U.S.A.)	8	24	30	38	59
United Church of Christ	10	23	36	31	59
Anglican Church	8	30	28	33	57
United Methodist Church	9	29	30	32	57
Lutheran Church-Missouri Synod	10	32	28	30	56
Episcopal Church	9	26	31	35	56
Evangelical Lutheran Church in America	12	27	30	31	55
Southern Baptist Convention	13	28	33	27	54
Church of the Nazarene	14	29	38	19	53
Church of God (Cleveland, Tenn.)	12	32	40	16	53
National Baptist Convention	11	30	36	23	53
Assemblies of God	14	32	31	23	52
American Baptist Churches USA	21	28	32	19	50
Jehovah's Witness	15	34	29	23	50
Jewish	22	27	26	26	50
African Methodist Episcopal Church	16	33	23	27	50
Unitarian Universalist	17	32	28	22	50
Catholic	17	33	29	20	49
Churches of Christ	20	32	27	21	48
Church of God in Christ	23	35	29	13	47
<b>All U.S. adults</b>	<b>22</b>	<b>34</b>	<b>26</b>	<b>18</b>	<b>46</b>
Seventh-day Adventist	28	35	17	20	45
Mormon	22	40	22	16	43
Orthodox Christian	26	40	21	13	40
Buddhist	34	30	23	14	39
"Nothing in particular"	32	38	21	9	38
Agnostic	39	35	16	9	34
Atheist	40	37	14	9	34
Muslim	44	37	13	5	33
Hindu	34	56	6	4	33

\*Historically black Protestant tradition

Note: Evangelical, mainline and historically black Protestant indicate Protestant tradition of the row group.

Source: 2014 U.S. Religious Landscape Study, conducted June 4-Sept. 30, 2014.

PEW RESEARCH CENTER

# REDUCING THE GENERATION GAP

"There's noticeable friction sometimes between younger and older workers, especially when it comes to understanding each other's views or ways of working."

## REORGANIZE ERG

"Gallup finds that highly engaged teams show 23% difference in profitability, and those teams who score in the top 20% for engagement have an 81% difference in absenteeism, and 43% difference in turnover."\*

*\*Qualtrics*



# SUCCESS METRICS



- Satisfaction survey increase in Mental Health and Spiritual Health by 30%
- Reduce absenteeism and employee turnover to 2023 levels
- Establish interfaith committee

# FINANCIAL BENEFITS

<b>Newton Plant</b>	
2023 Fiscal Year Income Statement \$ USD	
Attributed Net Sales	125,280,000
Cost of Goods	
Raw Materials	13,154,400
Direct Labor	26,308,800
Manufacturing Overhead	4,384,800
Total COGS	43,848,000
Gross Profit	81,432,000
Gross Margin	65%
Operating Expenses	
Administrative Expenses	939,600
Utilities	8,456,400
Maintenance	2,818,800
Depreciation	6,577,200
Total Operating Expenses	18,792,000
Operating Income	62,640,000
Operating Margin	50%



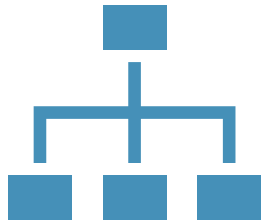
<b>Newton Plant 2024 Projected Income Statement</b>	
Attributed Net Sales	125,280,000
COGS	
Raw Materials	9,329,400
Direct Labour	19,588,800
Manufacturing Overhead	4,384,800
Total COGS	33,303,000
Gross Profit	91,977,000
Gross Margin	73%
Operating Expense	
Admin Expenses	939,600
Utilities	8,456,400
Maintenance	2,818,800
Depreciation	6,577,200
Total Operating Expense	18,792,000
Operating Income	73,185,000
Operating Margin	58%

# RISKS

- Workers unsatisfied with new shift structure
- High rates of leaves during the same holiday
- Conflict between different faith groups



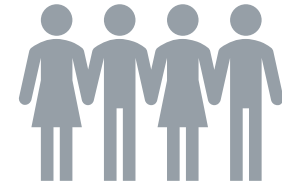
# IMMEDIATE NEXT STEPS



Restructure Shifts



Dedicate Interfaith Prayer  
Center



Religious Tolerance Trainings and  
Found Interfaith Committee





# THE END

THANK YOU



# APPENDIX A

- <https://globisinsights.com/leadership/benefits-of-dei-in-the-workplace/>
- a diverse company has 2.3 times higher cash flow per employee, and that inclusive teams improve performance by up to 30%.
- In fact, more diverse companies report 19% higher revenue than traditional ones.
- Gartner study based on similar statistics predicts that 75% of companies with strong DEI in their management teams will surpass their financial goals.
- When employees trust that they will be treated fairly, they are 9.8 times more likely to look forward to work and 6.3 times more likely to take pride in their job.

## APPENDIX B

- <https://www.shrm.org/topics-tools/news/hr-magazine/religion-work>

# APPENDIX C

<https://www.gallup.com/workplace/236366/right-culture-not-employee-satisfaction.aspx> :

- When taken together, the behaviors of highly engaged business units result in a 23% difference in profitability.
- Engaged employees make it a point to show up to work and do more work -- highly engaged business units realize an 81% difference in absenteeism and a 14% difference in productivity.
- Highly engaged business units achieve a 43% difference in turnover.