

# Case Study Scotty's Brewhouse

## Key Highlights

- Scotty's suffered from time-consuming, paper-based hiring.
- PeopleMatter centralized and modernized Scotty's processes.
- Locations decreased time-to-hire by 77 percent.

*"At Scotty's, we focus on the new generation. PeopleMatter allows us to identify candidates who believe in what they are doing and strive to be great."*

Wendy Hantelman,  
Director of HR



## Background



### A Not-So-Happy Hour

Scotty's Brewhouse, a rapidly growing restaurant company, is passionate about social media and innovations. When Scotty's expanded from five to nine locations, manual hiring processes started to impact productivity and customer satisfaction.

Managers struggled to keep locations fully staffed; keep track of 200+ applicants for each position; and maintain the required paperwork. Challenges included:

- Impulse driven hiring,
- Poor visibility and reporting and
- Lack of standardized processes.

## Solutions



### Tools on Tap

PeopleMatter's integrated applicant tracking, screening, I-9 and onboarding tools allow Scotty's to manage the entire hiring process on one online Platform. With PeopleMatter, Scotty's Brewhouse was able to streamline hiring and:

- **Improve** compliance and efficiency,
- **Increase** candidate quality with assessments,
- **Reduce** time-to-hire and turnover rates and
- **Automate** processes to fit the tech-savvy brand

## Results



### Hoppin' HR

Powerful pre-screening and filtering features on the PeopleMatter Platform enable managers to instantly identify dependable, service-minded candidates. As a result, Scotty's significantly reduced the number of interviews conducted each week. The company also decreased the time spent completing hiring tasks by 5-10 hours/location/week.

Additionally, in switching from their previous tax credit service to PeopleMatter, Scotty's increased returns from tax credit by approximately 115 percent. Following Platform implementation, a location that had struggled with staffing increased sales by 8 percent and profit by 12 percent.

**ROI**

**\$124,800**  
Annual onboarding savings

**100%**  
Increased hiring and I-9 compliance

Before  
**30**

After  
**7**

**23 days**  
Time-to-hire reduction

Source: Wendy Hantelman, Scotty's Brewhouse