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



Industry Foodservice
Type Fast casual
Headquarters Indianapolis, IN
Live units 9
Employees 1.200

Website www.scottysbrewhouse.com

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

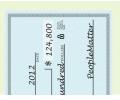


Hoppin' HR

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.

\$124,800
Annual onboarding savings





100%

Increased hiring and I-9 compliance





23 days
Time-to-hire reduction

Source: Wendy Hantelman, Scotty's Brewhouse