Case Study St. Joe Petroleum

Key Highlights

- St. Joe Petroleum's applications and HR data were decentralized by unit.
- PeopleMatter provided a Platform solution to centralize information.
- St. Joe Petroleum increased applicants 50% and reduced turnover 24%.



"PeopleMatter is a great thing for employee morale. We've actually given them the power to do what we ask them to do." Matt Flynn. Director of Retail Operations

Industry Convenience Store Headquarters St. Joseph, Missouri Live units 8 Employees 80 Website www.stjoepetroleum.com

Background



A Siloed Situation

St. Joe Petroleum has eight retail locations in a five-mile radius. The chain didn't have an in-house HR department. Hiring and scheduling involved a shifting combination of people overseeing paperwork. Steps were skipped and they weren't able to efficiently oversee the processes.

The company needed to automate processes and consolidate information. Challenges included:

- Location-based paper applications,
- Time-consuming compliance verification and
- Inefficient, manual scheduling processes.

Solutions



A Streamlined Solution

The PeopleMatter Platform allows St. Joe Petroleum to simplify HR. The chain left problematic, time-consuming paper process behind and implemented PeopleMatter solutions to:

- Automate applications for all locations,
- **Simplify** schedule creation and distribution,
- Reduce turnover rates and hiring costs,
- Deliver an executive-level HR overview and
- **Notify** employees of schedule changes via the PeopleMatter app.

Results



A Serious Success

PeopleMatter solutions effectively increased St. Joe Petroleum's applications by 40 applicants a month – the chain hires 50 to 60 candidates a year. The software also helps improve new hire quality, reduce onboarding time (96 hrs/yr) and increase tax credit collection (\$49,500/yr).

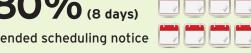
PeopleMatter SCHEDULE™ helps managers without HR backgrounds schedule smoothly. Managers proactively schedule faster (67%) and post employee notifications sooner (8 days) – allowing employees to better plan their personal schedule. The software also helped reduce scheduled overtime by 13 percent.

\$49,500

Projected annual tax credits



80% (8 days)





13%

Reduction in scheduled overtime