

# 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



## 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.

**ROI**

**\$49,500**

Projected annual tax credits

**80%** (8 days)

Extended scheduling notice

**13%**

Reduction in scheduled overtime