



# Faith and Belief at OmniBrands

Team 6



# Meet the Team



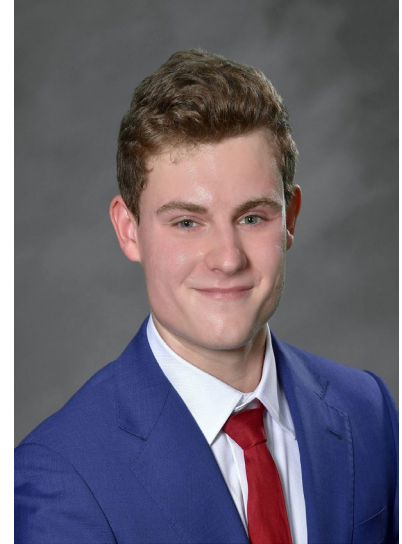
Bill Karika



Larissa Flores



Kimberly Burns



Brady Argall

# Agenda

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Problem Statement  
Meet Patrick

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Connect  
Solution- Leadership  
Engagement

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Grow  
Chaplain Program

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Serve  
Interfaith ERG

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Go  
Share to the world

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Implementation and  
Investments  
Integration

# Meet Patrick

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## Working Hours

- Patrick works 50 hours a week
- Has been working for 10 years



## Struggles with Leadership

- Company initiatives are not enough
- Lack of communication with managers



## Feeling Unseen

- Over the 10 years, religious accommodation not being met

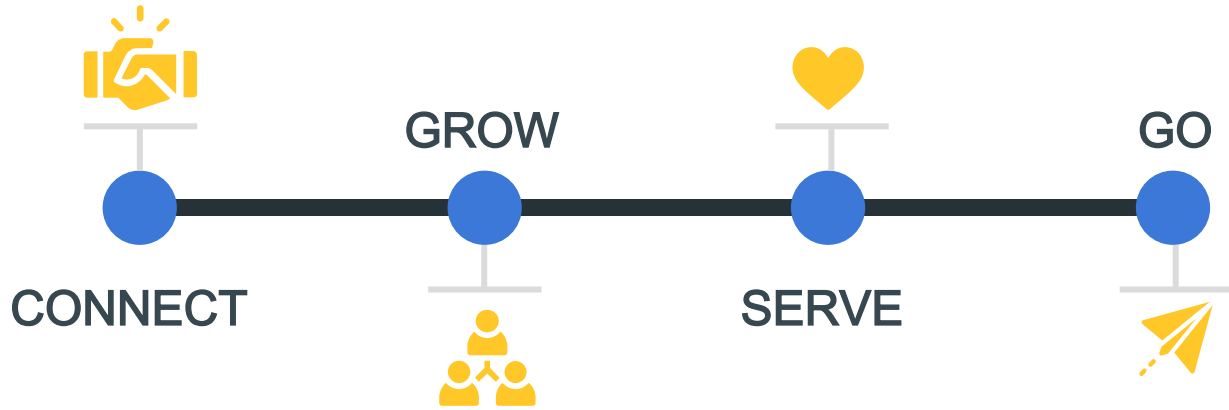


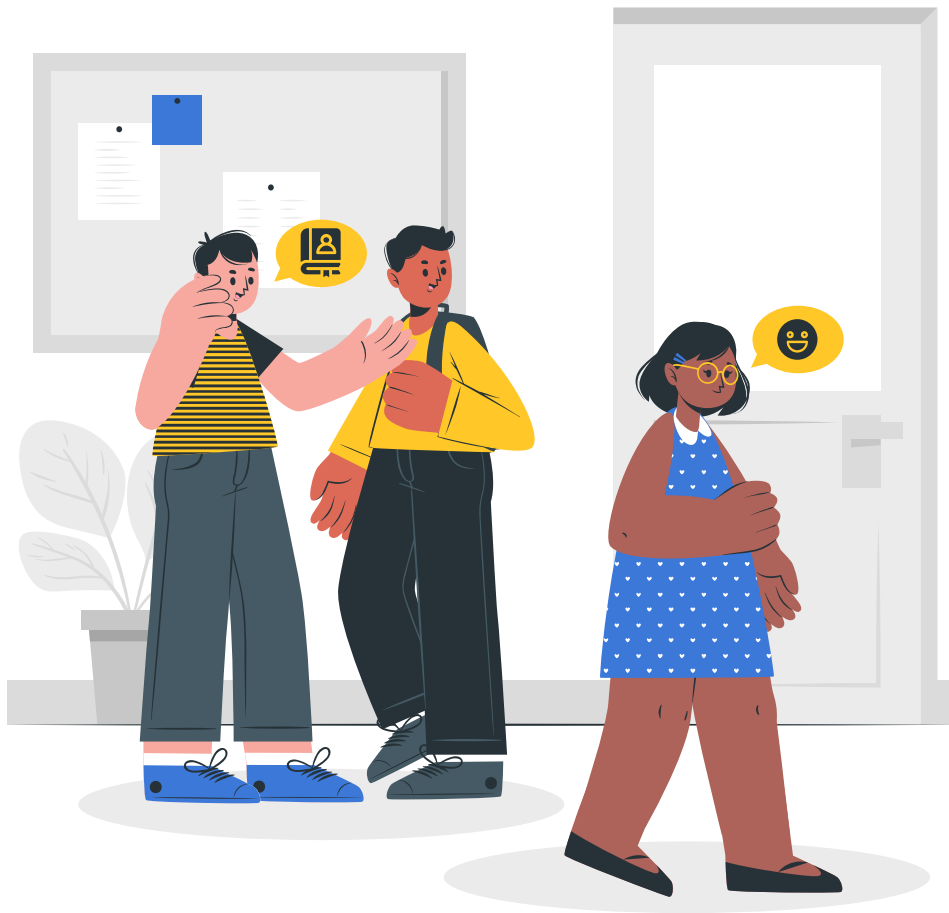
## Not Enough Work-Life Balance

- Unable to attend personal events (ie. religious ) due to understaffing and space

# Solution

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# Connect

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Connecting C -Suite  
executives to frontline  
employees

**“77 percent of workers shared that loyalty to their company remains high when their recognition needs are fulfilled.”**

# Leadership Engagement

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## Infrastructure

- Mentorship (Open-Door policy)
  - New Leader Assimilation
  - Coaching
  - Mentoring ROI
- Create Accessibility



## Work-Life Balance

- Survey Results
- Use of new mental health resources and events for employees



## Cross-Training

- Provides more break time
- No loss in productivity
- Increase in morale

“Employee performance in diverse organizations is  
than those without inclusion efforts”

12 percent higher

# Patrick's Communication

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Patrick has begun to  
communicate better  
with leadership...but  
he is still trying to find  
a community to join!





# Current Problems Affecting Employees

**Only 10**

therapy visits for technicians

Why **quantify** how many times someone will need therapy?

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

**1.95**

spiritual health in Q4

How can we celebrate diversity when spiritual health is low?

“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.”

**2.01**

mental health in Q4

How can we increase productivity and profitability when mental health is low?

“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.”



# Grow

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Grow mentally and  
spiritually through the  
new Chaplain Program



# Chaplain Program

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Introduce a program of chaplains from various backgrounds to improve results from employee wellness survey.



# One Stop Shop Chaplain Program



Team of Chaplains  
representing various religions



Mental Health  
Resources



Safe Space in the  
Workplace

## KPI's

- Increased mental and spiritual health scores
- Decreased turnover
- Increased Productivity

# How do we know?



# 2.1%

ERG Members are Plant Workers

# 2%

Plant Workers Active in Interfaith ERG Membership

# 70%

Plant Workers are men

# 30%

Plant Workers are 35-44 years old

# 74%

Plant Workers come from minority backgrounds

## OmniBrands' NA Interfaith ERG Membership

	Corporate	Plant	Total
Total Employees	2,000	18,000	20,000
Members on email list	323	378	701
<i>Members as a % of Total Employees</i>	<i>16.15%</i>	<i>2.10%</i>	<i>3.51%</i>
Active Members*	42	8	50
<i>Active As a % of Total Members</i>	<i>13.00%</i>	<i>2.00%</i>	<i>7.07%</i>
*Active members attend at least 1 event per year			



# Serve

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Serving community by  
revising Interfaith ERG and  
encouraging engagement  
opportunities



# Interfaith ERG's Leader's Alliance

Council representing ERG leaders collaborate with C-level executives to create spaces for employees to learn about other religions and values.



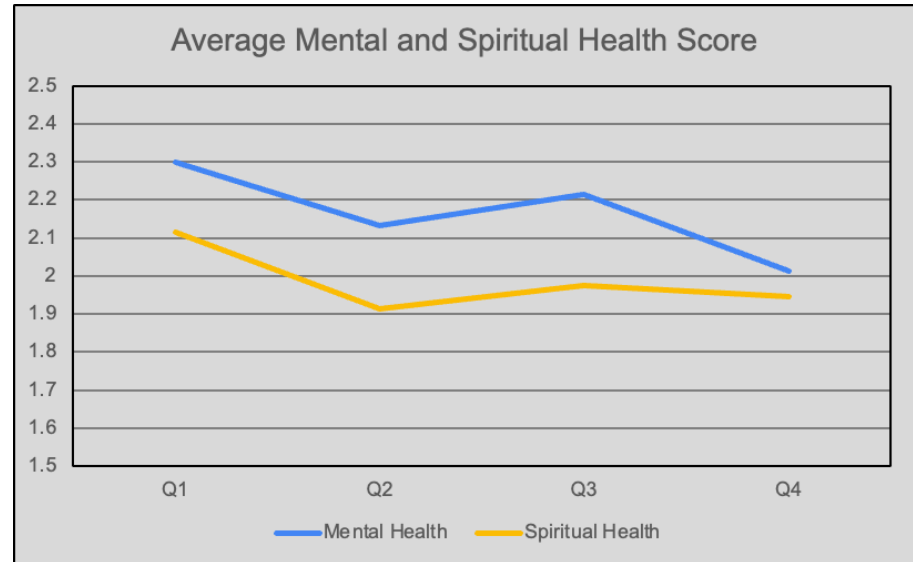


# Interfaith ERG Leader's Alliance







What:

A revised infrastructure of ERG to **connect** C-Suite Levels, Corporate, and Plant Workers together.

Why:

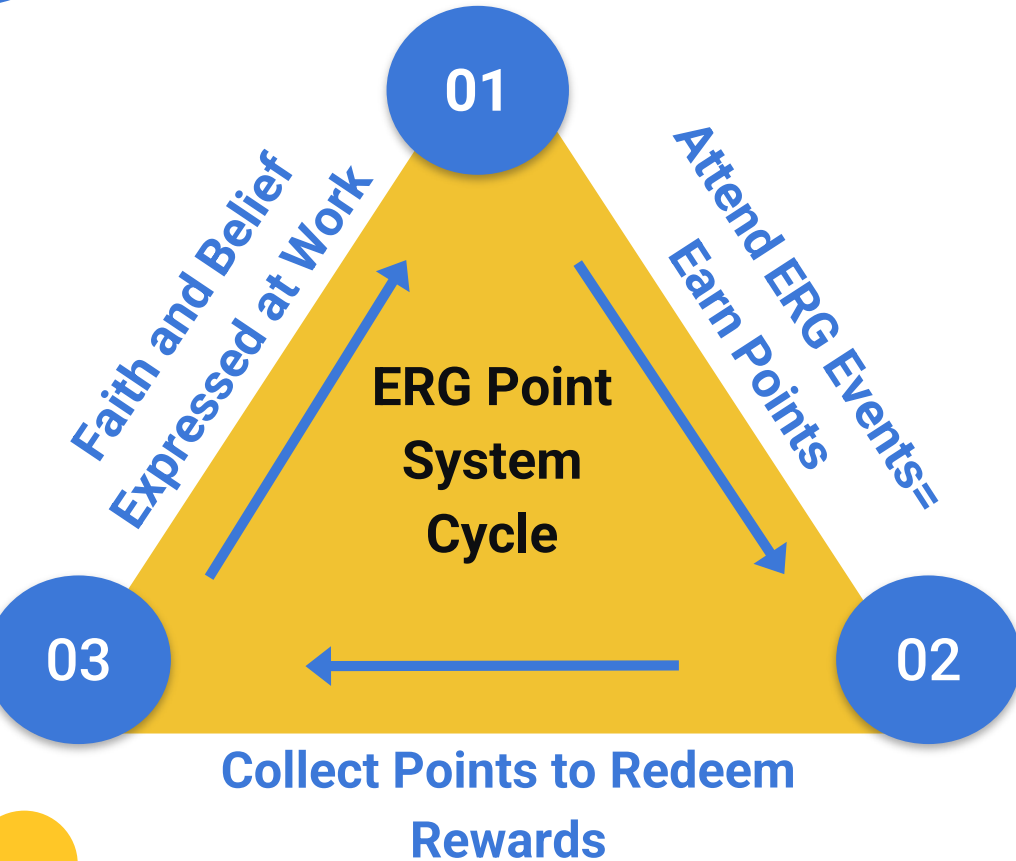


# Interfaith ERG Leader's Alliance

Objectives	Current	Recommendation	Core Values Achieved
1 ERG Effectiveness in Plant Workers			<ul style="list-style-type: none"><li>• Stewardship</li><li>• Respect for the individual</li><li>• Excellence</li></ul>
2 ERG Leaders and C-level executives communication			<ul style="list-style-type: none"><li>• Integrity</li><li>• Stewardship</li><li>• Respect for the individual</li></ul>
3 Holistic Wellness of ALL employees			<ul style="list-style-type: none"><li>• Integrity</li><li>• Stewardship</li><li>• Respect for the individual</li><li>• Excellence</li></ul>

**“We work as a single team with a common goal- to enhance the lives of consumers around the world through top-quality branded products and services” - OmniBrands Vision**

# Point System



## Ways to Earn Points

- Different ERG meetings
- Different ERG Events
- Leader's Alliance Meetings
- Becoming a leader of an ERG group

## Key Performance Indicators



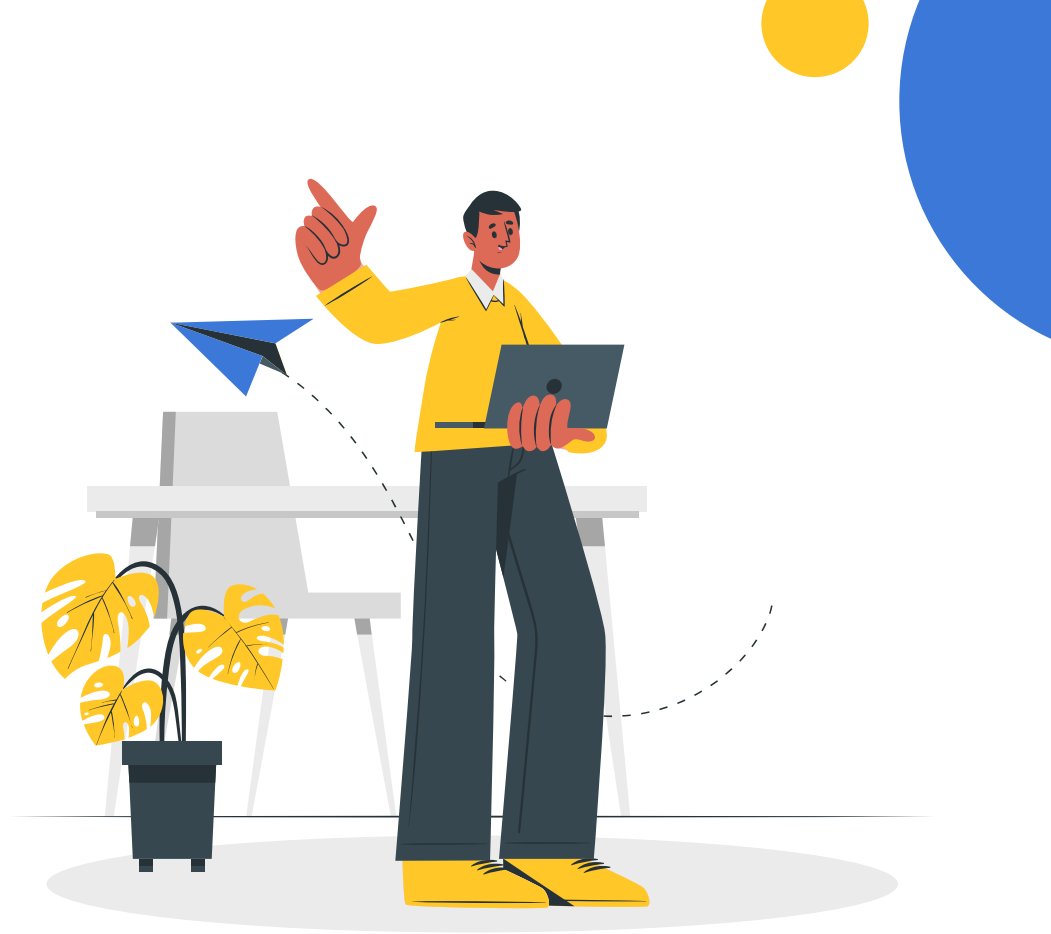
Participation



Survey results



Share the benefits that  
ERG's provide to  
OmniBrands and  
promote faith and belief  
in the workplace for  
other companies!



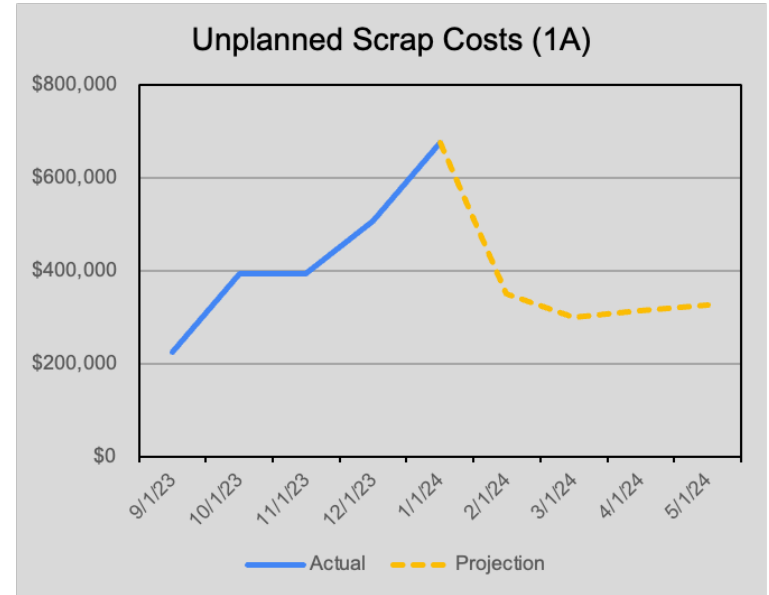
# Patrick finds a community

Patrick is now more productive in his work and feels supported because he part of a community.



# Interfaith ERG Impact

- Increasing Process Reliability above our 85% goal
- Lower Attrition Rate
- Unplanned Scrap Cost Reduction (Exhibit 1A)



# Value Proposition

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	2023	2024 (Proj.)	% Increase
<b>Net Sales</b>	122,400,000	129,600,000	5.88%
<b>Gross Profit</b>	64%	66%	2%
<b>Operating Income</b>	59,760,000	66,075,210	10.57%
<b>Operating Margin</b>	49%	51%	2%

# Plan Implementation Cost

Safe Multipurpose Space	Free	232	Current Employees
Open -Door Policy	Free	4%	Current Attrition Rate
Chaplain Salary	\$56,160	\$15,000	Loss Per Employee
Training Materials	\$116,000	\$139,200	Total Loss
Total Cost	\$250,000	\$104,000	Total Attrition Offset



# Impact Summary



CONNECT

Bridges the **communication gap** between leadership and front-line employees



GROW

Improve **morale**, increase **productivity**, and increase **profitability**

Use Interfaith ERG as a **business driver**



SERVE

Improving **gaps in the employee wellness survey** results



GO

Facilitating **faith and belief** in the workplace

The slide features a white background with decorative elements in the corners: large blue circles and smaller yellow circles. The word "Appendix" is centered in a bold, dark grey font.

# Appendix

# References

- <https://www.bls.gov/oes/current/oes212011.htm>
- <https://www.capterra.com/resources/training-budget-calculator/>
- <https://thefeed.blog/2020/10/22/tyson-foods-celebrates-20-years-of-chaplain-program/>
- <https://www.arkansasonline.com/news/2022/nov/05/tysons-chaplains-provide-spiritual-assistance-for/>
- <https://religiousfreedomandbusiness.org/ford-fin-presentation-brian-grim>
- <https://religiousfreedomandbusiness.org/redi-index-2022>
- <https://community.intel.com/t5/Blogs/Intel/We-Are-Intel/Faith-Based-Employee-Resource-Groups-Enable-Connection-Through/post/1469207#:~:text=By%20encouraging%20one%20of%20the,increased%20as%20employee%20interest%20warrants.%E2%80%9D>

Standard PR			85%	90.00%	5% Increase resulting from increase in mental health and spiritual scores (~2.5 points each)		
Employees	200		200				
Production per Month	85,000		90,000				
Total Plant Production	17,000,000		18,000,000				
Total Plant Production Yr	204,000,000		216,000,000				
Packs	1,700,000		1,800,000				
Sales Per Month	\$ 10,200,000.00		10800000				
<b>Sales per Year</b>	<b>\$ 122,400,000.00</b>		<b>\$ 129,600,000.0000</b>		5.88%	Increase	
<hr/>							
<b>Net Sales</b>	<b>122,400,000</b>		<b>\$ 129,600,000.0000</b>		5.88%	Increase	
COGS:							
Raw Materials	13,154,400		\$ 13,483,260.0000		2.5% Increase	2.5% Increase	
Direct Labor	26,308,800		\$ 26,308,800.0000		No Increase		
Manufacturing Overhead	4,384,800		\$ 4,494,420.0000		2.5% Increase		
<b>Total COGS</b>	<b>43,848,000</b>		<b>\$ 44,286,480.0000</b>		1.00%	Increase	
<b>Gross Profit</b>	<b>78,552,000</b>		<b>\$ 85,313,520.0000</b>		8.61%	Increase in Gross Profit	
Gross Profit Margin	64%		66%				
Operating Expenses:							
Administrative Expenses	939,600		\$ 939,600.00		No Increase		
Utilities	8,456,400		\$ 8,667,810.00		2.5% Increase		
Maintenance	2,818,800		\$ 2,889,270.00		2.5% Increase		
Depreciation	6,577,200		\$ 6,741,630.00		2.5% Increase		
<b>Total Operating Expense</b>	<b>18,792,000</b>		<b>\$ 19,238,310.00</b>		2.38%	Increase	
<b>Operating Income</b>	<b>59,760,000</b>		<b>66,075,210</b>		10.57%	Increase in Operating Income	
Operating Margin	49%		51%				



# REDI Index

CORPORATE RELIGIOUS EQUITY, DIVERSITY & INCLUSION INDEX  
RELIGIOUS FREEDOM & BUSINESS FOUNDATION

10-question survey (max. 10 points each), plus bonus\*  
ReligiousFreedomAndBusiness.org/REDI-Survey



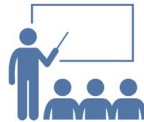
1. Religion is featured on company's main diversity page



2. Company sponsors faith and belief employee resource groups (ERGs)



3. Company shares best practices with other organizations



4. Religion is clearly addressed in diversity training



5. Company provides chaplains or other spiritual care



6. Attentive to how religion impacts stakeholders



7. Accommodates religious needs of employees



8. Clear procedures for reporting discrimination



9. Employees attend religious diversity conferences



10. Company matches employee donations to religious charities

**BONUS**

\*Additional ways company promotes and supports religious diversity, equity and inclusion in workplaces & communities.

# Mentoring ROI

Increase Employee Retention, Reduce Employee  
Turnover

## 2024 Mentoring Trend: ERGs + Mentoring Turn DEI into ROI

- Building Relationships
- Creating a place for feedback
- “Merging platforms for ERGs and mentoring allows companies to leverage a single tool to create highly personalized development and engagement opportunities that directly address DEI goals.”

# Cross -Training

- **Train employees to be able to do a variety of tasks**
- **This helps keep productivity while still giving employees breaks or be able to fill in when needed**
- **Increase flexibility**
- **Helps with staff shortages**
- **Improve employee satisfaction**

# New Leader Assimilation Coaching

- Have new leaders go through training/ coaching to better them on employee satisfaction and becoming more engaged with their front-line workers
- Keep building relationships
- Have new leaders be more adaptable with services such as Interfaith



# Standard Employee Yearly Salary

Hours of regular	40
Hours of overtime	10
Total hours	50
Hourly rate	\$ 25
Overtime rate	\$ 38
Regular Pay	\$ 1,000
Overtime Pay	\$ 375
Total Pay (week)	\$ 1,375
Total Pay (year)	\$ 71,500

# Attrition Rate Calculation

Current Yearly Salary	\$	71,500	minimum
Current Employees		232	
Attrition Rate		4%	
Ideal (Expected) Attrition Rate		1%	
Loss per Employee Lost		15,000	
Employees Lost		9.28	
Ideal (Expected) Employee Loss		2.32	
Total Monetary Loss	\$	139,200	(month)
Ideal Monetary Loss	\$	34,800	
Total Difference	\$	104,400	(baseline)

# Why it wouldn't work without

- Staffing Issues
- DEI is important
- People should be the most important