



## *Human Resources Solutions for **Sprouts Farmers Market***

December 2021





# Who We Are



## **Nilla Hail**

### **Project Leader**

Nilla is an HR specialist with great knowledge in best HR practices and has helped many companies with their culture.



## **Richa Shah**

### **Growth Strategy Specialist**

Richa has a background in growth and development and has worked with renowned companies on growth implementation efforts.



## **Andrew Jin**

### **HR Consultant**

Andrew is an HR consultant with a background in various S&P 500 companies to better their corporate culture

# Agenda



1. Current HR Issues
2. Industry Comparisons
3. Analyzing HR Issues
4. Impact on Business
5. Ideas for Implementation
6. Implementation Plan





## Current HR Issues

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90%

turnover rate

*(Glassdoor)*

53%

voluntary turnover

*(2020 Sprouts Annual Report)*



## Current HR Issues



BOTTOM  
**5%**

of approval ratings  
*(Comparably)*

ONLY  
★ ★ ★ ★ ★  
**2 STARS**

culture approval score  
*(Comparably)*

## Industry Comparisons

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<b>Turnover</b>	90%	15%	10%
<b>Voluntary Turnover</b>	53%	14%	4%
<b>Approval Ratings</b>	Bottom 5%	Top 15%	Top 35%
<b>Culture Score</b>	2 Stars	4.5 Stars	3.8 Stars



## Why high turnover and poor approval?

- Discrimination of employees by managers
- Employees don't feel cared for
- Higher-ups and managers are unaware of labor laws
- Employees want more working hours

*\*All according to testimonials on Glassdoor and Indeed*



## Impact on Business

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**\$22,500**

recruiting and training costs  
to replace a worker who  
makes \$30,000/year

*(SHRM)*

**\$16,000**

average loss per year of a  
single disengaged worker

*(Forbes)*





# Ideas for Implementation



## Issues and Solutions

Discrimination of  
employees by managers

- Invest in DEI programs and education for managers
- Establish clear and strict policies that outline penalties

Employees don't feel  
cared for

- Offer greater compensation packages and benefits like flexibility and time off
- Promote from within; hire internally



# Ideas for Implementation



## Issues and Solutions

Managers are unaware of labor laws

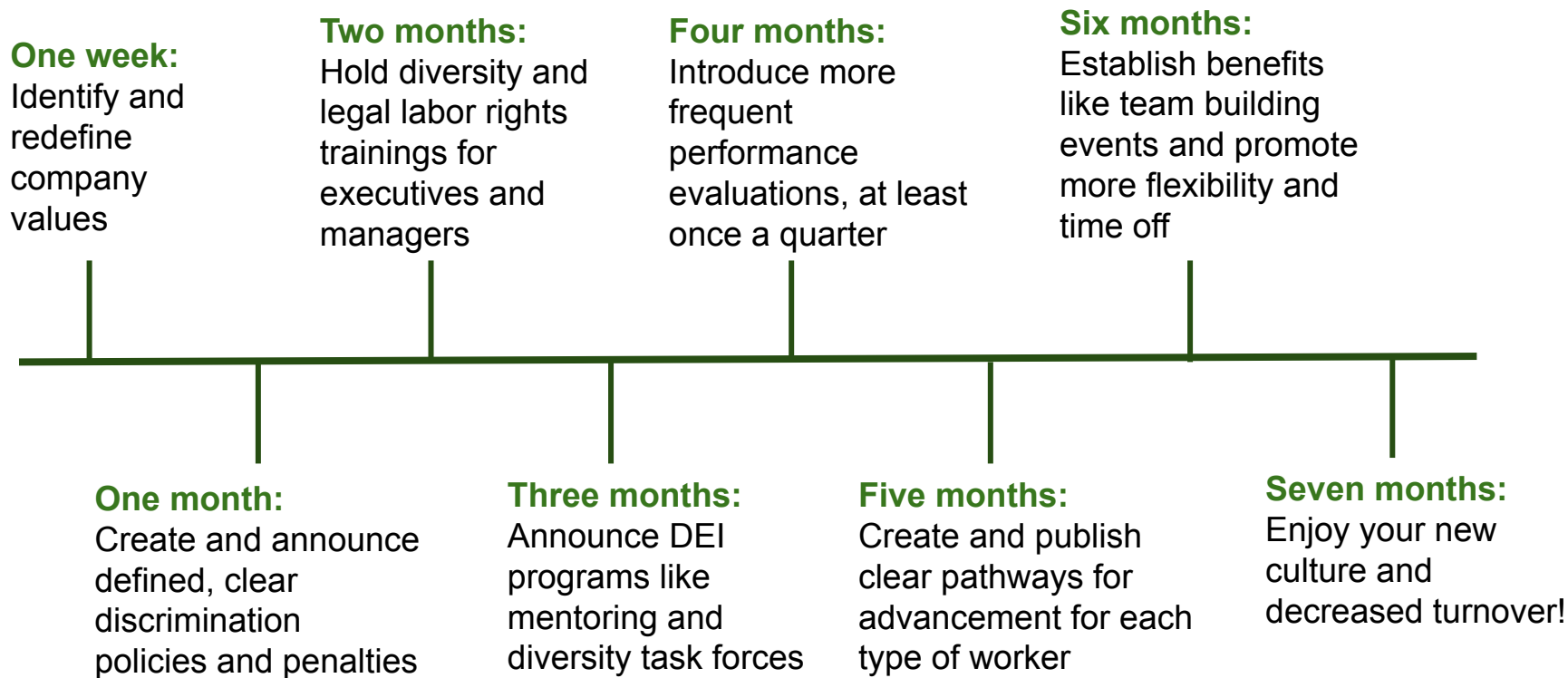
- Hold both voluntary and required education and training in legal rights

Employees want more hours and opportunities

- Offer professional development and establish clear future directions for each worker
- Hold frequent performance evaluations



# Implementation Plan and Timeline





# Thank you!

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