



UNLOCKING THE FUTURE OF WORK

PIONEERING STRATEGIES FOR EMPLOYEE
HAPPINESS AND PROFITABILITY



Mitesh Gala

- Founder and CEO of Altametrics
- Enterprise Architect
- Awarded 7 US Patents

Designed and developed the current restaurant operations system for:

McDonald's, Wendy's, Jack in the Box, Chipotle, Taco Bell, Pizza Hut, Little Caesar's, BWW, Denny's, Bojangles, and many more.

THE MOST SUCCESSFUL BRANDS

60%

80%

36%



4 million

hourly employees

**SECRETS
REVEALED**



Two all beef patties special sauce...

**SECRET #1:
HAPPINESS = PROFITABILITY**

LAW OF HAPPINESS

- Happier employees have **30% lower turnover**.
 - More engaged, fewer “no-shows”, less theft
- Happier employees are **12% more productive**.
 - Lower labor costs
- Happier employees deliver **20% higher sales**.

WHAT MAKES EMPLOYEES HAPPIER

- They want a **predictable** work schedule so they can plan their lives.
- They want **flexibility** with their schedules when they need it.
- They want to have **clear expectations** so they can do a good job.
- They want their contributions to be **acknowledged**.
- They want **opportunities** to advance.

HOW TO MAKE EMPLOYEES HAPPY

- **Be predictable**
 - Make their schedule and hours something they can depend on.
- **Give them flexibility**
 - Trust them to make good decisions about their work schedule.
- **Set clear expectations**
 - What gets measured gets done. Aka. “inspect what you expect.”
- **Acknowledgment**
 - Fairness
 - Appreciation
 - Recognition
 - Encouragement
- **Opportunity to advance**
 - Become an “Employer of choice”
 - Pay is not always more money. There are many types of “pay” but more money works pretty well.



SECRET #2
BE “DATA DRIVEN”

KNOW WHERE TO “STEER THE SHIP”

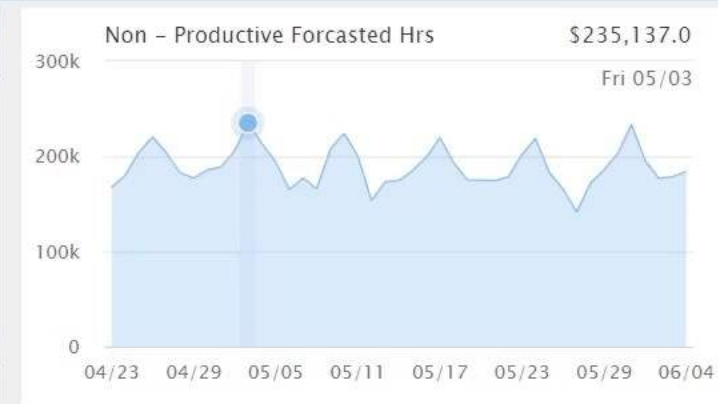
- Report Groups**
- My Reports
Contains all custom, user-generated reports
- Sales Reports
Comparative and total sales.
- Sales Budgeting
Store sales versus budgeted plan.
- Transactions
Transaction count reporting.
- Interval Sales
Daypart, brand and time interval sales reporting.
- Cash Controls
Controls, payments and deposits.
- Sales/Product Mix Reports
Daily and weekly sales and product mix reporting.
- Inventory
Inventory and cost of sales reporting
- Cost of Sales
ICOS and COGS reporting.
- Third Party Delivery
Order and Deposit reporting for 3rd party delivery services

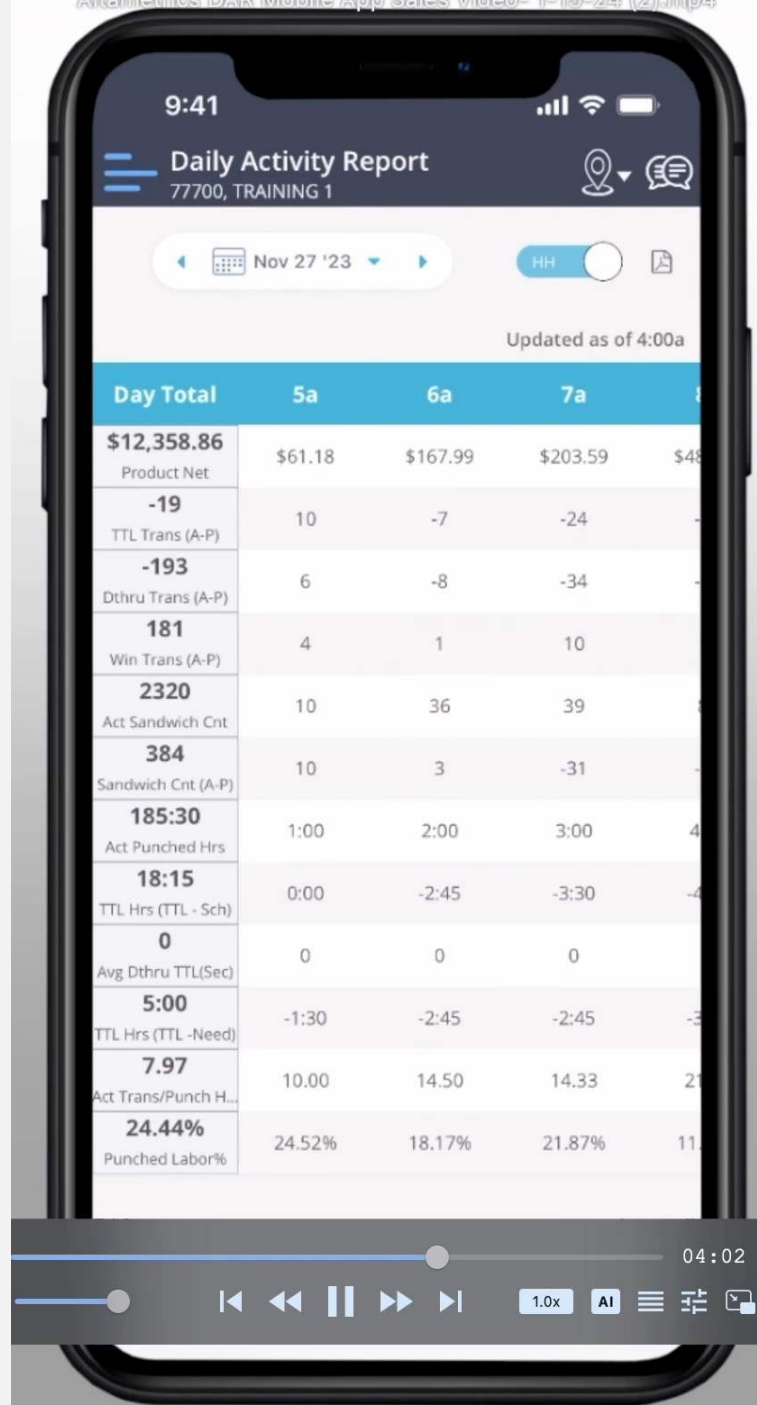
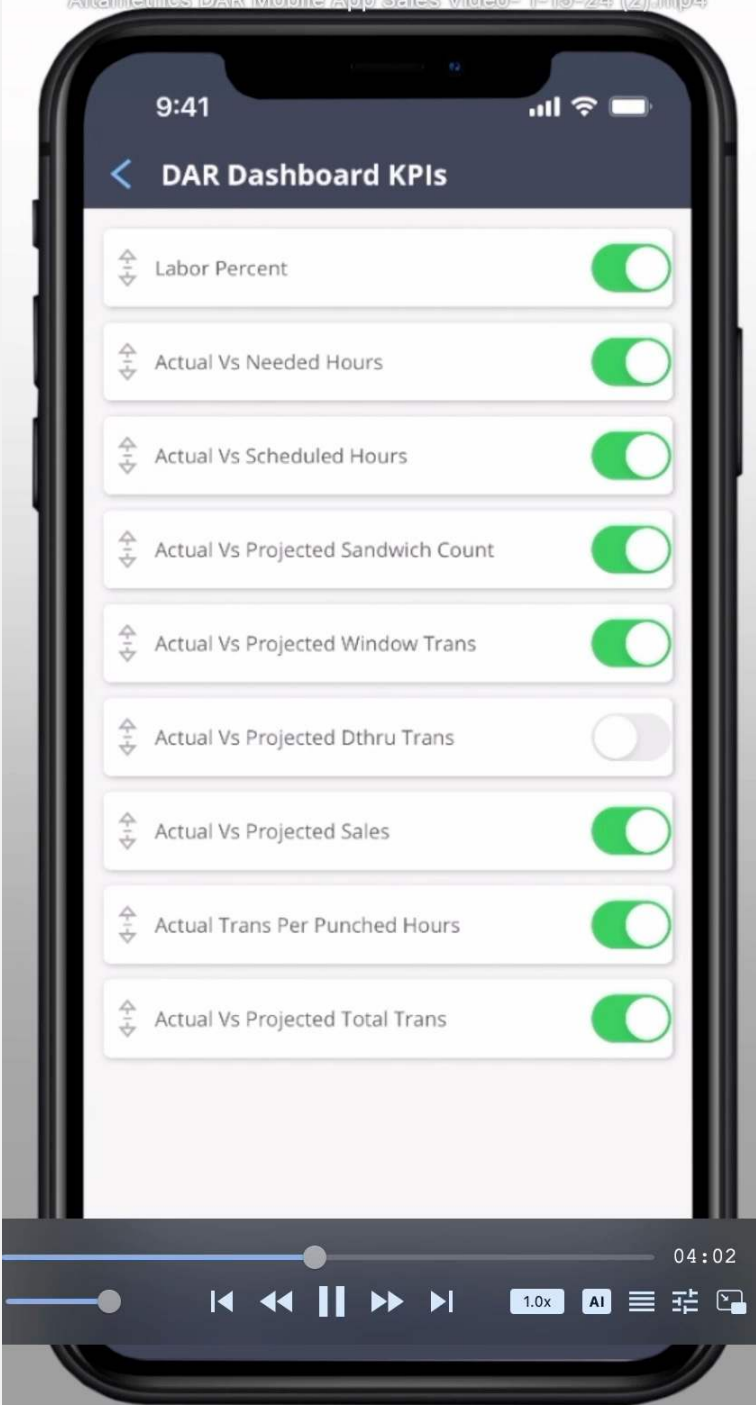
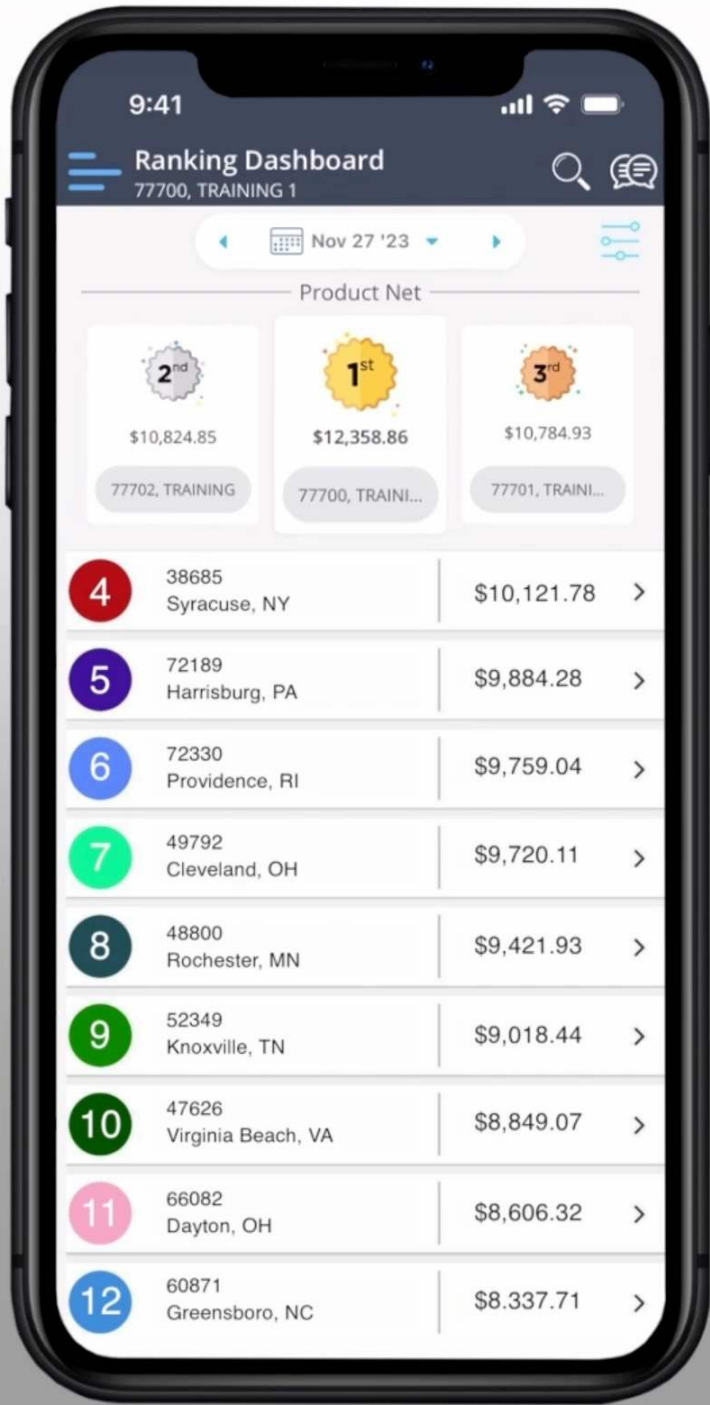
All Stores

Summary for Jun 4 2024 Week: 3 Period: 6

83% Reporting (25 of 30)

Field Description	Daily	WTD	PTD	YTD
Executive Overview				
Check Average (Gross)	14	15	15	15
Del	6.12	5.64	5.80	5.81
Employee Meals \$	3,687.70	25,351.18	73,913.81	522,038.63
Net Sales Amount	183,891.17	1,357,085.91	3,939,387.75	26,429,184.78
Net Sales %	3.39	14.19	12.72	-0.66
Transactions	14,339	100,243	289,559	1,990,832
Transaction Growth	-5.26	7.21	5.39	-7.63
Operations				
Void Count	53	372	1,028	6,386
HME DT Total Time	00:00	00:00	00:00	00:12
Labor				
Employee Meal %	2.01	1.87	1.88	1.98
Labor Hour Variance	61.77	199.49	38.68	1,210.46
Total Hours Worked	2,519.98	18,188.26	54,141.37	398,296.15
Crew Approaching OT (W)		0	0	0
Employees on the Clock				
Cash Accountability				
Cash Over/Short	-10.73	-828.02	-3,022.30	1,709.30
Void Total	634.25	4,793.34	13,036.32	78,001.09
Promotion Amount	258.48	2,190.45	7,188.77	50,482.53
Daypart Sales				
Morning Sales (4-11am)	10,190.81	75,088.32	227,146.76	1,602,789.67
Lunch Sales (11-2pm)	48,476.15	328,502.49	948,122.38	6,355,710.06
Dinner Sales (5-9pm)	53,629.15	394,021.34	1,124,601.59	7,871,982.99
Customer Satisfaction				
Cleanliness	12.82	13.54	13.60	13.28






 AI Forecast Generator hot

 AI Schedule Generator

 AI Supply Chain Order Generator

 AI Prescriptive Reporting

 Settings

 Help & Support




Mitesh Gala
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AltametricsGPT

How do my restaurants compare to McDonald's in the Atlanta region?

 Type your message...



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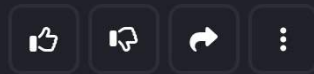
Mitesh Gala

How do my restaurants compare to McDonald's in the Atlanta region?




Altametrics ✓GPT

- I can't provide sales data for a specific brand like McDonald's but I can compare your performance to your competitors. Compared to my dataset of 397 QSR restaurants in the Atlanta region here is how you performed in the past 90 days
- Your sales are -1% lower versus the prior year. This compares to a 3% increase for all other QSR restaurants in the region.
- Your labor costs are trending higher than comparable restaurants. Your labor costs are 28%, which is 5% higher than all other QSR restaurants in the region.
- Your COGS have increased by 3% but this is in-line with cost increases competitors are experiencing.



Regenerate

 Why are my labor costs higher than my competitors?




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Regenerate



Mitesh Gala

Why are my labor costs higher than my competitors?



Altametrics ✓GPT

- For the Atlanta region, in the past 90 days, your labor costs are higher because your restaurants are running more overtime. I have analyzed your staffing levels and employee schedules. It appears the overtime is caused by understaffing. To reduce your labor costs you need to hire and train more production employees.
- Would you like to place a job posting on Indeed to hire more production employees?



Regenerate

 Yes



SECRET #3
NOBODY PLANS TO FAIL, THEY
FAIL TO PLAN

PLANNING TO WIN

- Store management is a **plan**
- Forecasting is a **projection**
- Scheduling is an **estimate**

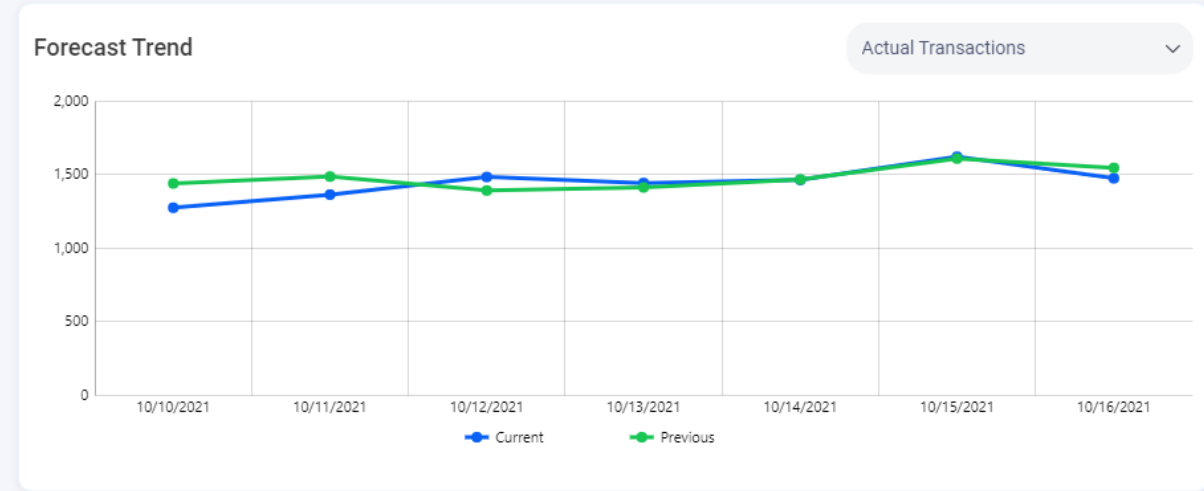
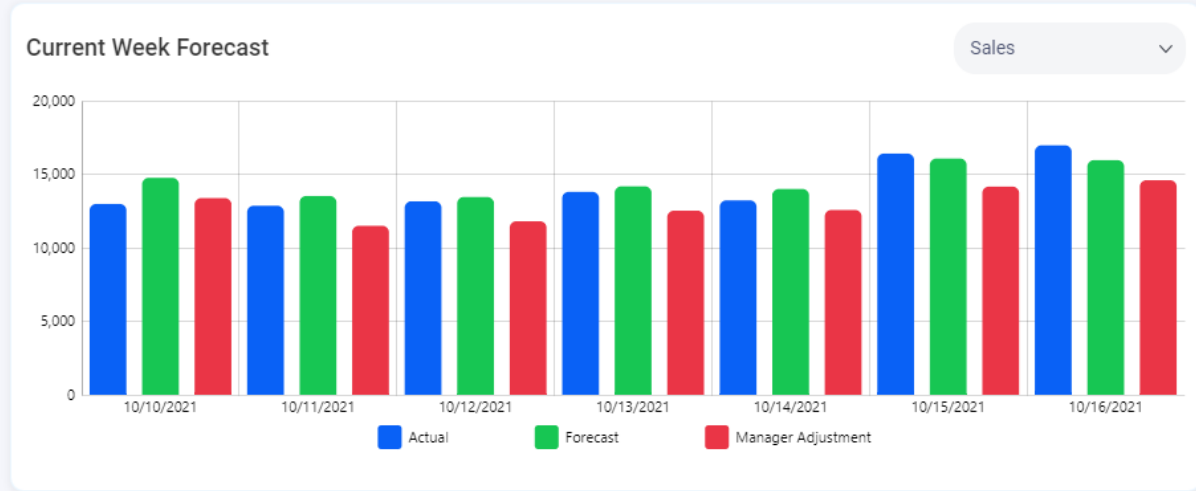


FORECASTING

People Management > e*Labor > Weekly Projections > 000999, Altametrics > 10/10/2021 (P12 W1)

10/10/2021 📅 000999, Altametrics ⌵ GO + Add

📈 2.34% \$99,371.43 Actual Sales	📈 0.46% \$103,297.24 Projected Sales	📈 3.6% \$90,497.27 Adjusted Projected Sales	📈 2.2% 10,106 Actual Transactions	📈 1.44% 10,377 ROP Projected Transactions	📈 2.4% 9,012 Adjusted Projected Transactions
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Forecasting Historical Data

Start Date	Store No	Store Name	Actual Sales (\$)	Projected Sales (\$)	Adjusted Projected Sal...	Actual Transactions	ROP Projected Transact...	Adjusted Projected Tra...
10/10/2021	000999	Altametrics	\$99,371.43	\$103,297.24	\$90,497.27	10,106	10,377	9,012
10/03/2021	000999	Altametrics	\$101,749.46	\$106,081.13	\$93,881.13	10,333	10,529	9,234
09/26/2021	000999	Altametrics	\$102,159.48	\$105,976.13	\$93,776.13	10,299	10,372	9,074
09/19/2021	000999	Altametrics	\$100,593.52	\$104,735.91	\$92,135.89	10,356	10,181	8,829

FORECASTING RESULTS


Altametrics AI forecast beat Jack in the Box forecasting by 12% achieving an accuracy of $\pm 5\%$ of actual sales.

“It’s almost unbelievable. **The ‘pull-through’ just from having a more accurate forecast is millions per year.** Even if our managers schedule with the same amount of inefficiency, just starting with the more accurate forecast resulted in a huge improvement.”

- Drew Martin, CIO

Jack in the Box




Everyone Loves It


Team Communication
 Message all team members and managers without the need for emails or phone numbers at any time

Schedule Optimization
 Schedule the right employees,
 at the right time.





Altametrics Schedules
 9999, Altametrics Store

Schedule | Clock

Weekly Labor Stats
 Updated as of 21-Jul 02:35 PM

Projected Crew Labor % 21%

Needing Actions

-  5
-  3
-  4
-  5

Request | Schedule | Unassigned | My Schedule

Search Employee	MON (10/24)	TUE (10/25)	WED (10/26)	THU (10/27)	FRI (10/28)	SAT (10/29)	SUN (10/30)
Alexander Soto 0:00							
Nakia Brown 0:00							
Tyshawn Williams 0:00							
Quartermn Lee 0:00							
Hajar Tikkente 0:00							
Shauna Dean 0:00							
Talbiya Cleaver 0:00							
Genia Shearer 0:00							
Daniel Mcmillen 0:00							
Lindsey Larrington 0:00							
Cameron Burge 0:00							
Roxanne Camacho 0:00							
Stacy Lafontant 0:00							
Employee Hours - 0:00	0:00	0:00	0:00	0:00	0:00	0:00	0:00

SECRET #4
PROFITS ARE MADE AND LOST
ON THE FLOOR

ACTUAL RESULTS

- Plans, projections, and estimates are not results. How do you turn your plans into reality?
- Your store management plan is your goal. Whether you reach your goals or not depends on how well you execute the plan.
- Actionable real-time information is the only way you can make your plan into reality.
- **You manage your employees and achieve or miss your profit goals on the floor.**

CRITICAL CONTROL POINT

The time clock is the critical control point for turning your schedule into reality.

Can the time clock:

- Make employees happier
- Enforce and execute your schedule
- Reduce your labor costs
- Control wage and hour law violations

\$20 / hour

=











.33¢ / minute



2 Employee(s) Clocked In

0 Employee(s) on Break

0 Employee(s) Missing

Employee Name	Search	Start Shift	OT	Minor	Break	EOS
 Brenda Stanton Sch: 7:30a-4:00p				<input type="radio"/>		
 Stan Party Sch: 7:00a-4:00p				<input type="radio"/>		



CLOCK

DAR

ANALYTICS

◀ Mon, Nov 20, 2024 📅 ▶



Daily

Week To Date

23.94

Actual Vs Ideal Hours

100:00

Actual Hours

76.06

Ideal Hours

\$45.56

Sales Per Labor Hours

\$4556.00

Product Net

100:00

Labor Hours

28.20

Actual Labor %

\$1285.00

Labor Dollars

\$4556.00

Actual Sales

28.20

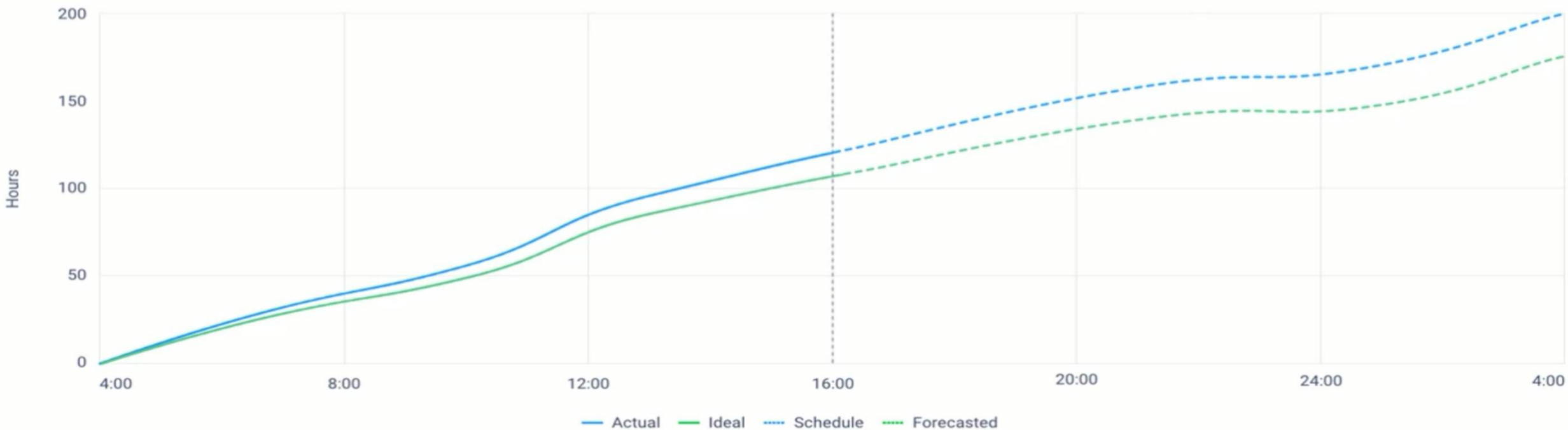
Projected Labor %

285.00

Projected Dollars

4556.00

Projected Sales





CLOCK

DAR

Powered By AI



Attention Needed!



Meal Break limit approaching



NT Narheem T

00:04

“HAPPY CLOCK” RESULTS



Operators have reports reducing labor costs by \$14,500 per year and virtually eliminated many wage and hour law issues.

“I’ve never seen anything like it. Employees will actually tell other employees ‘hey, you need to clock out or your going to get a sad face.’ It’s the first time I’ve seen an employees enforcing labor rules instead of the manager. Just incredible.”

**- Jesse Mathews, Sr. Dir. of Technology
McDonald’s Corp.**

SECRET #5
MAKE SUCCESS A PART OF YOUR
CULTURE

WORKFORCE MANAGEMENT REPORT CARD

			Is Manager Scheduling According to Forecast?			Are Employees Working the Hours They Are Scheduled?			How Well is the Manager Running the Shift?			Labor Variance			Time Loss						
Store	Forecast Sales	Actual Sales	Forecast Hours	Scheduled Hours	Variance	Scheduled Hours	Actual Hours	Variance	Actual Hours	Ideal Hours	Variance	Actual	Ideal	Variance	QTY	Time	\$	Goal			
Rancho	\$89,238	\$89,913	<h1>Labor Cost</h1> <h2>30% → 24%</h2> <p>Results achieved in < 90 days!</p>												912.55	1,180.97	-5.41%	57	12.06	\$218	\$220
Redlands	\$63,759	\$66,385													648.23	872.40	-6.28%	22	5.25	\$98	\$160
Fresno	\$104,307	\$104,370													1153.23	1,259.89	-1.95%	48	9.23	\$176	\$220
Lupe's Area Total	\$257,304	\$260,668													2714.02	3,313.26	-4.27%	127	26.54	\$492	\$600
Alameda	\$31,800	\$31,795													293.03	379.12	-5.12%	23	3.71	\$70	\$100
Hayward	\$54,085	\$54,085													578.15	687.57	-3.68%	27	3.61	\$66	\$160
San Jose	\$91,082	\$91,082													1005.20	1,109.45	-2.24%	51	10.93	\$214	\$220
Todd's Area Total	\$176,967	\$176,961													1876.38	2,176.13	-3.20%	101	18.25	\$350	\$480
Total	\$434,271	\$437,629													4590.40	5,489.39	-3.88%	228	44.78	\$842	\$1,080

WEEKLY REPORT CARD

Rank	Location	HACCP Completion (+ 90%)	Sales Forecast Variance (+/- 6%)	Labor Variance (- 1.25%)	COGS (- 1.00%)	Overall Score
Lupe's Area						
1	Fresno	100%	-1.18%	-4.98%	0.50%	A 😊
2	Rancho	100%	0.00%	-2.65%	0.88%	A 😊
3	Redlands	97%	0.00%	-4.43%	0.63%	A 😊
Todd's Area						
1	Hayward	100%	-0.16%	-5.69%	0.18%	A 😊
2	Alameda	100%	0.38%	-2.58%	0.81%	A 😊
3	San Jose	100%	-0.23%	-4.82%	0.55%	A 😊

HAPPINESS = PROFITS

HAPPINESS

- Predictable schedules
- Work flexibility
- Clear expectations
 - Fair and predictable work environment
- Acknowledgement
- Advancement

PROFITS

- AI forecasting
- AI auto-scheduling
- Employee mobile apps
- Plum Clock
- Report Cards
- Results based promotions, raises, and bonuses



Contact Info



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