

Becoming and Being the Employer of Choice

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Martha Facer



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- 48,000 employees
 - 93 stores
 - 19 Restaurants
 - 2 Distribution centers
 - Cheese Cave
 - Organic Farm
 - Culinary innovation center
- Growing at 4 stores a year
- North Carolina, Westchester, Brooklynn, Lancaster all on the horizon
- Celebrating 100 years as a family owned company



Wegmans Values- Starting at the Top

- Making a Difference
- Empowerment
- Caring
- Respect
- High Standards



Employees are #1 Asset

- If you take care of the employees they will take care of you
- Employees are the brand ambassadors at every level
- Think about the employee first, help increase the bottom line
- Business decision focused on employees best interest
- Continue to remain privately held
 - Give the family flexibility to focus on employees and long term solutions



Culture

- Family friendly
- High energy
- Empowered employees
- Change is the only constant
- [Wegmans Video](#)



Employee Priorities 2017

- Development
- Retention
- Right people, right roles

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who we
are
every day
 you get our best



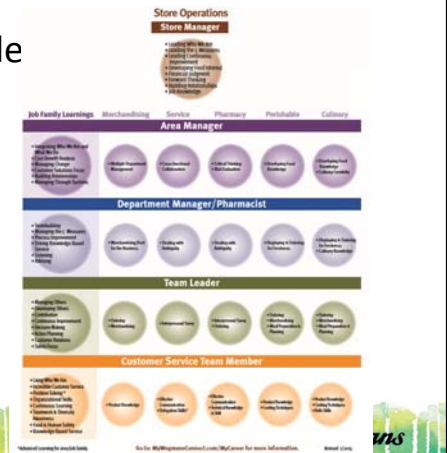
Employee Development

- Bubble Chart
 - Immediate understanding of skills required for next role
- Knowledge Net
 - Continued training
 - Platform for expedited training
- Learning trips
 - Focused around specific project areas
 - Produce employees to West Coast producers
 - Cheese/Deli employees to cheese manufacturers
 - Meat employees to Tyson plant
 - Grocery employees to brewers



Bubble

- Concrete understanding of what to work for
- Reviews focused on bubble chart
- Transparency for development



Development at all levels

- Approx. 30M spent on training annually
- Empowering employees with skills for the next level
- New product education
- Cross training
- Team leader development day
 - Leadership focused
- Focused department training
 - Produce University



Job Postings

- Jobs are posted internally for all employees to see
- Posting process involves application and time with manager
- Honest feedback throughout posting process

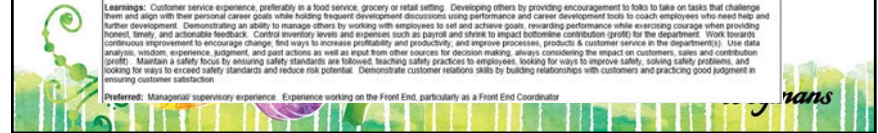
Division	Job Family	Position	Posting Location	Deadline to Submit	Position Details
Rochester Division	Team Leader-Advanced	Service Team Leader Trainer	All Rochester Division	1/12/2017 # Job Number: 685-273-6302	Organization #: 2716 Recruiter: Kim Piccinini Hours: Candidates must have flexible availability Sunday-Saturday.

The job of the Service Team Leader is to supervise and develop a team of Front End employees, and be entrusted with managing the entire store during early morning, late evening and nighttime hours as well as weekend operations.

email all applications to Ann.piccinini@wegmans.com

Learnings: Customer service experience, preferably in a food service, grocery or retail setting. Developing others by providing encouragement to folks to take on tasks that challenge them and align with their personal career goals while holding frequent development discussions using performance and career development tools to coach employees who need help and further development. Demonstrating an ability to manage others by working with employees to set and achieve goals, rewarding performance while exercising courage when providing honest, timely, and actionable feedback. Control inventory levels and expenses such as payroll and shrink to impact bottomline contribution (profit) for the department. Work towards continuous improvement to encourage change, find ways to increase profitability and productivity, and improve processes, products & customer service in the department(s). Use data analysis, wisdom, experience, judgment, and past actions as well as input from other sources for decision making, always considering the impact on customers, sales and contribution (profit). Maintain a safety focus by ensuring safety standards are followed, teaching safety practices to employees, looking for ways to improve safety, solving safety problems, and looking for ways to exceed safety standards and reduce risk potential. Demonstrate customer relations skills by building relationships with customers and practicing good judgment in ensuring customer satisfaction.

Preferred: Managerial/supervisory experience. Experience working on the Front End, particularly as a Front End Coordinator



Right people, Right roles

- Allowing employees to try something new
- Talent audits
 - Understanding skills sets for job, match with employee
 - Required skills change as time progress
- People Pages
 - Open communication on goals and interest



Well Rounded Employees

- Corporate and Operations experiences
- Culinary exposure
- Postings highlight multiple department experiences
- Multi-department postings
 - Perishable TL vs. Produce TL



Retention

- Less than 4% FT turnover
- Taking time to celebrate
- Learning opportunities
 - Shadow days
 - Development
- Providing room for growth
 - New stores, corporate, distribution



Communication and Retention

- Open door days
 - Store level and Corporate level
- Ask Jack
- Priority meetings
 - Store and department
- Huddles
 - 2 x's daily



Performance Reviews

- All employees reviewed annually
- Specific department goals as well as personal goals
- Goals based on bubble chart
- Creates a platform for understanding next steps



Retention and Benefits

- All employees wages reviewed annually
- 401k available to all employees over 21
- Profit sharing
- Pay bands set by job description
 - Reviewed annually based on industry



Additional Benefits

- Scholarship
- Employee exclusive coupons
- Yoga
- Couch to 5k
- Business discounts
- Nutrition support

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eat well live well™

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Growth Opportunities

- Internships
 - Distribution
 - Operations
 - Merchandising
 - Support Areas
 - Organic Farm
 - Cheese caves
 - Marketing
- New markets
 - Average 400 employees/ annually relocate



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Keys to Success

- Open communication about development
- Opportunities for advancement
- Competitive benefits
- Employees responsible for their own development
- Creating opportunities for employees to explore their passion

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Questions?

Martha.Facer@wegmans.com

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