

The background of the slide is composed of several horizontal, overlapping brushstrokes in various shades of blue and teal, creating a textured, artistic effect. A white rectangular frame is superimposed over the center of these strokes.

INCLUSIVE HIRING at RHINO

A large graphic consisting of three horizontal brush strokes in shades of blue and teal, with a white rectangular frame overlaid in the center. The text "EMPLOYEE VOICES" is centered within the frame.

EMPLOYEE VOICES

“

*When I was hired at Rhino, I was **60 days sober and homeless.***

*Rhino for me has been the largest part of my personal recovery. Rhino has been a lifeline to recovery. **A little over 3 years ago I was homeless—and I just got approved to purchase a home.***

*I came in working on the production line and did every position at every level, **primarily to learn, but in the back of my mind I thought I could have a future here.***

- Recently promoted Production Team Leader

“

To be honest with you, I've never held a job...a legal job...for 13 months straight.

*What you all have offered, and what you continue to offer **works**—work hard, show up and you're gonna get love—**because I have something to prove.** A lot of people have figured in their minds before I came home that I was going back to the streets.*

It is wonderful to get up every morning and come to work here.

- Production Team Member

“

I started as a temp 4 years ago in distribution. I was struggling to find myself again and being still fairly new to sobriety 2 years at that point.

I was hired full time and I noticed Rhino to be special and everyone here made me feel at home. *I was able to work my way up to Team Lead over the years and I appreciate that hard work is rewarded here.*

I really love the support system here to encourage help with addition issues.

- Distribution Team Leader



WHAT IS IT?

FOCUS ON TRUST

Belief in human potential

About today and tomorrow, not the past

REMOVE BARRIERS

No background check*, no interview, no experience required

DRIVE ACCOUNTABILITY

Three expectations from day one—on time, respectful, ready to learn

INVEST IN SUPPORT

Focus fully on training and whole person support

*Rhino screens candidates on the VT sex offender registry and does not move forward with those who have a Level 3 designation.



HOW IT ALL
STARTED

...AND IS
GROWING

GREYSTON

**GREYSTON
CENTER FOR
OPEN HIRING**



“

*Inclusive hiring is an
opportunity,
not a promise.*



EMPLOYEE EXPERIENCE

NEW HIRE

Post offer pre-employment physical screening to ensure employee safety

2-day training on culture, benefits, safety, food quality, technical skills



INTEGRATION

Check ins with People & Culture and Supervisor during first 60 days

Self-guided and on-job technical training



WRAPAROUND SUPPORT

On-site services that meet employees where they are





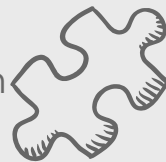
WHY?

RADICAL INCLUSION

BUILDING AN ANTI-RACIST CULTURE

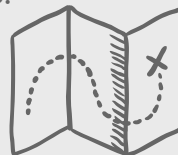
This is a critical part of our broader strategy to confront structural inequity.

We can build a more resilient business approach while addressing social challenges.



DRIVING TANGIBLE ACTION

Reduce barriers to access that unnecessarily exclude individuals from the workforce due to language barriers, recovery from substance abuse disorder, criminal history, limited education, lack of work experience or job skills.





GOOD FOR BUSINESS

↑ recruiting pipeline

↓ recruiting costs

↓ turnover

↑ loyalty

26%

decrease in turnover during inclusive hiring pilot
as compared to previous year (pilot Oct 2019-July 2020)

WHY
NOW?



We have been doing this informally for a long time

Explicit focus will mitigate risk and improve programs to drive better support and outcomes

BUILDING AND GROWING THE MODEL

- Expanded Resource Coordinator hours
- On site Recovery Coach
- Expanded onboarding
- Operations org structure
- More to come...





This is a journey and we'll continue to learn
and grow as we move forward...



QUESTIONS / DISCUSSION