



*Meeting the 21st Century
Needs of Sheetz Inc.
Workforce*

DIVERSITY, EQUITY & INCLUSION STATEMENT

- At Sheetz, Respect is at the heart of all that we do
- A key component of respect is recognizing that every human is unique and special
- Respect demands inclusion, understanding and empathy
- We want everyone to know, regardless of how they may be different or similar, that they belong here
- When including employees with diverse backgrounds and traits, we create a culture and brand that stands out from the rest



STRATEGIC GOAL- #1

GOAL

To increase diverse representation through recruitment, selection and workplace practices

STRATEGIC GOAL - #2

GOAL

Build a radically inclusive work environment and culture for ALL employees across the Sheetz organization

EMPLOYMENT OPPORTUNITIES

STORE TEAM HELPER

- Pilot Program for Central PA stores in 2020/2021

GOALS

- Rollout program over 1-3 years
- Fully implemented across the Sheetz Footprint by 2023/2024
- Sheetz Distribution Center Team Helper proposed pilot for 2021 at the Claysburg, PA facility with potential for including Burlington, NC facility in the future

MAKING EMPLOYMENT WORK

Employment support services are targeted to facilitate and sustain the employment of individuals with disabilities in community integrated employment

SUPPORTED EMPLOYMENT

- Community based work assessments, job shadowing, job mentoring, job development, job stabilization, job maintenance, and extended services

CUSTOMIZED EMPLOYMENT

- Discovery, job development, job stabilization (including Systematic Instruction), job maintenance, and extended services

PROCESS

1. Completion of Employer Needs Analysis at five Sheetz stores
2. Developed the Store Team Helper Task List
3. Store Team Helper Job Description and Interview Guide
4. Elimination of the assessment for this position
6. Presentation to employment provider agencies and funders in area
7. Wages established for geographic area by the Sheetz Comp team
8. Developed New Candidate Form
9. Issued application link to candidates

STORE TEAM HELPER TRAINING

- Store Team Helpers will take training through TalentWorkz to support their role and job duties
- A Job Coach will also be able to review the same training in TalentWorkz in order to support the Store Team Helper
- The training will be automatically assigned based on the job class and if any additional training is needed, it can be assigned manually at any time

ONE PAGE EMPLOYMENT PROFILE

What people like about me:

- I am friendly
- I am willing to help others
- I can laugh and joke around when appropriate

What is important to me:

- It is important that I get my work finished
- It is important for me to do a job correctly as I was shown
- It is important that my coworkers treat me with dignity and respect

What others need to know to support me on the job:

- It is important to ask me if I need help before actually helping me
- It is important to help me figure out and fix what frustrates me at work
- I require in job coaching to initially learn the job and assist with trainings



QUESTIONS?

Stephen Martynuska

(814) 937-8056

martyL2na@atlanticbb.net