

## FINANCIAL STRESS SUCCESS STORY

**Instant Pay** has been awesome for our company. We're in a very competitive market for people, and anything we can do that benefits our people helps us keep them.

**Glenn Varner**  
VP of Operations

**900**

Employees using  
Instant Pay

**78%**

Employees are  
millennial or younger

**50**

Wendy's locations

### Challenge

Hoover Foods (an owner/operator for multiple Wendy's franchises across the US) was struggling to fill open roles at several of their locations, as well as retain their current employees. In the toughest labor market in 50 years, finding a way to stand apart from their competition was crucial to their success.

### Solution

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“The first store we put it in is our store at Towne Lake, which hadn't had an application come in in weeks. We put up a sign about Instant Pay and had 3 applicants in the first week. It's helping us with hiring. It's helping with our turnover. It's helping with our morale.

**Glenn Varner**  
VP of Operations

### Results

By offering Instant as a benefit to their employees, not only was Hoover Foods able to attract new job applicants, within 4 months they saw a 19% increase in employee retention.

**19%**  
Increase in Employee  
Retention within 4 months

“Instant Pay has done wonders for my people. It provides them with a service that no one else is offering.

**Renee**  
District Manager

“It's really easy to use. I use it for gas money or to pay my phone bill. It helps me save as well.

**Isaiah**  
Restaurant Employee