



2008

National Restaurant Association

# Faces of Diversity

Awards Program



Inspiration Award Finalists

## Famous Famiglia White Plains, New York

Pizza isn't the only thing that Famous Famiglia is known for. Employee training is also a company trademark. All Famous Famiglia employees get a chance to excel through a comprehensive mentoring and training program. The training covers not only operational issues, but also personal growth: basic banking, retirement planning and other topics important to the workforce. The "Team Famiglia" mentoring program engages a diverse group of men and women to go to each new location to train employees. Today, Famous Famiglia's management includes an African American store-opening specialist and lead trainer — someone who started her career as a Famous Famiglia cashier — and an Asian-American woman who also began as a cashier and now runs one of the most important stores in the company.



Employee retention is a major part of Famous Famiglia's focus. The company's aggressive internal recruitment program and its annual awards dinner recognize employees as "rising stars." Famous Famiglia is also actively involved in the Disadvantaged Business Enterprise (DBE) program, seeking out minority franchisees and DBE partners. At Famous Famiglia more than four in 10 managers are female, and 37 percent represent a minority group.

**IMPACT:** Famous Famiglia has dramatically increased the number of employees with banking accounts, and has also helped to increase the number of women and minorities participating in the 401(k) plan. In 2007, Famous Famiglia was recognized by the National Minority Franchising Initiative as one of the Top 50 franchises for minorities. Also in 2007, *Hispanic Trends* magazine named the company as one of the Top 25 franchises for Hispanics.

## STORIES THAT INSPIRE