



# Colony Grill brings their Dream Team Onboard with Compeat Hire

In 1935, a post-Prohibition tavern named Colony Grill opened in an Irish neighborhood in Stamford, Connecticut. Since then, they have become famous for what is now its only menu offering, a one-of-a-kind, thin-crust pizza that is served simply - with or without their signature hot oil.

Colony Grill installed Compeat Advantage in September 2012 to manage inventory and provide accounting for its four restaurants. In 2013 they implemented Advantage Workforce to handle time & attendance and labor scheduling in the restaurants. In 2015 they implemented Compeat Hire to address applicant tracking and new employee onboarding in the restaurants. Their implementation of Compeat Hire has resulted in numerous benefits.



## Challenge

Prior to implementing Compeat Hire, Colony Grill utilized a recruiting and onboarding process that required a lot of paperwork and manual processes. Applicants had to visit the restaurant and complete a paper application that was left for the Manager to review. If a decision was made to hire, the applicant would manually complete all the new hire forms and the Manager would then scan and email the paperwork to their Human Resources department. The process was time consuming, tedious for all parties, and required a lot of paperwork and filing.

## Solution

Colony Grill was one of the original adopters of Compeat Hire. They rapidly automated and streamlined the applicant tracking and new hire process. Job postings, application forms, application screening, and

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- Paul Coniglio  
CEO and Co-Founder

## COMPANY OVERVIEW

Colony Grill opened its doors in 1935. Today they are still famous for their one-of-a-kind pizza you can only find in one of their 4 Connecticut locations.

## BUSINESS SITUATION

Colony Grill was in search of a paperless applicant tracking and hiring solution that would integrate with their Compeat suite of products and streamline their hiring process.

## KEY RESULTS

Since implementing Compeat Hire Colony Grill has rapidly automated and streamlined their applicant tracking and new hire process. They've also drastically improved the hiring experience for new employees.

onboarding requirements were all put online. Applicants were able to submit applications and be notified of hiring status online and via mobile devices.

"Prior to Compeat, accepting applications and onboarding new hires required significant effort and paperwork by everyone involved. With Compeat Hire, we can now accept all applications online, review and assess candidates, provide offers, and onboard new hires digitally," says Paul Coniglio, CEO and Co-Founder of Colony Grill.

## Results

Hire has provided Colony Grill with a streamlined hiring process that leverages the internet and mobile devices. They customize applications, post open positions, and screen/validate potential hires before extending an offer, all online and via any internet compatible device. New hire paperwork including W-4s, I-9s, direct deposit forms, company handbook, and confidentiality agreements are now electronic and are digitally completed and filed.



All recruiting and new hire information can be accessed online by other restaurant managers (with appropriate security clearance) and remotely by Colony Grill's HR department. New hire information can then be exported to ADP for payroll. "Hire has created a seamless workflow that has resulted in reduced errors and increased efficiency for our staff," says Coniglio.

Colony also benefits with Hire's seamless integration with the rest of their Compeat suite of products. New hire information also updates Advantage Workforce in the restaurants for time & attendance and labor scheduling. "The fact that we can easily integrate and utilize all the tools in the Advantage suite together is very beneficial. Managers have similar experiences in each so it's easy and seamless for them to learn a new tool," says Coniglio.

Colony Grill received an important benefit from Compeat Hire that they were not anticipating – Hire allows them to provide a much improved experience for new hires. In 2015 Colony Grill won an award for Top Workplace in Connecticut and Hire helps them continue to embrace this theme. "Hire makes a new employee's first experience with Colony Grill extremely positive," says Coniglio.

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## Going Forward

Colony Grill is continuing to grow with plans for expansion in the future. They'll be utilizing Compeat Advantage for inventory control and accounting; Workforce for time & attendance and scheduling; and Hire for applicant tracking & onboarding at the new location. "It's nice to simply turn on a new location in Compeat without having an issue every time we open a restaurant. Compeat makes it easier for us to grow!" finishes Coniglio.



To learn more about Compeat, please call us at (512) 271-0771 or email [info@compeat.com](mailto:info@compeat.com).