INTELLIGENCE | TECHNOLOGY SECTOR

FOOD AS AN AMENITY: GLOBAL BENCHMARKING AND RIGHT SIZING

A fast growing global technology platform had to scale a food program designed when it was much smaller, without losing what made it special or letting costs multiply. 4xi benchmarked peers and built a tiered model.

FOOTPRINT	EMPLOYEES	PEERS BENCHMARKED	MODEL
38 locations	~8,300	23	4 location tiers

THE CHALLENGE

- A start up era program under scrutiny at scale.
- Headquarters had far more than smaller offices.
- Rising expectations on quality, health and sustainability.

WHAT 4XI DID

01 Peer benchmarks
Headcount, real estate, food, amenities.

02 Cost and subsidy
Cost per person per day by model.

03 Employee insight
What people want from work.

04 Tiering
7, 13, 17 and 1 locations.

05 Banded solutions
One philosophy, many settings.

SUBSIDY DRIVES PARTICIPATION, AND COST MULTIPLIES

SUBSIDY	0%	10%	20%	40%	75%	100%
Participation	40%	45%	50%	65%	80%	120%

RESULTS

A fact base for where the program should sit, from full cost to free.

A tier by tier model for 38 locations.

No haves and have nots across the footprint.

Food is one of the most visible expressions of culture, and one of the easiest costs to let run away. Benchmark, tier and decide deliberately.