

CALIBRATE IS  
**REDEFINING  
EVERYTHING**



## CASE STUDY

HOW  
WE  
WORK

HOW  
WE  
APPLAUD



“We needed a platform to connect with each employee in our organization - all 13,000.

It’s the central hub for anything you need to do...”

- California Pizza Kitchen

HOW  
WE  
SHARE

HOW  
WE  
INSPIRE

vibe  
HCM



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## About California Pizza Kitchen

In 1985, California Pizza Kitchen (CPK) opened its first restaurant in Beverly Hills and introduced diners to innovative California-style pizza. Since then, CPK has become a global brand known for creative California cuisine. Today, CPK is approaching 300 restaurants in 13 countries and U.S. territories.

**Industry:** Restaurant

**Employees:** 13,000

## Goals

CPK leadership did not have a centralized platform which enabled them to communicate directly with their many locations and employees. They sought a system that could connect all employees - but not in a standard, traditional way. They wanted a social communication platform - similar to what employees used in their personal lives but branded to CPK. In addition, they had a goal to streamline processes across the employee life cycle - all from one integrated, easy-to-use system.

- **Connect every location, every employee**
- **Change the way CPK informs, recognizes and inspires their employees**
- **Deliver a uniquely branded highly personalized employee experience**
- **Drive efficiency in HR processes starting with candidate experience through the entire employee life cycle**

CPK teamed up with Vibe to bring life to Calibrate.



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## The Solution

CPK deployed Calibrate - a visually stunning yet robust destination point for all employees. The highly branded and easy to navigate site allows CPK's employees to share their passion for the organization and connect with one another. Calibrate is home to vibrant discussion communities, idea boards, rich employee profiles, fresh content such as a CEO blog, videos, photos, local store information, recipes, the newest menu items, manager tools and much more.

Since its initial roll-out success, Calibrate has been expanded to include full applicant tracking, onboarding, core HR, benefits, payroll and talent management. The unique combination of transactional and employee engagement capabilities in one employee friendly platform has enabled CPK to explore bold new approaches to engage and manage a diverse workforce.

## Products Used



Recruit



Onboard



Engage



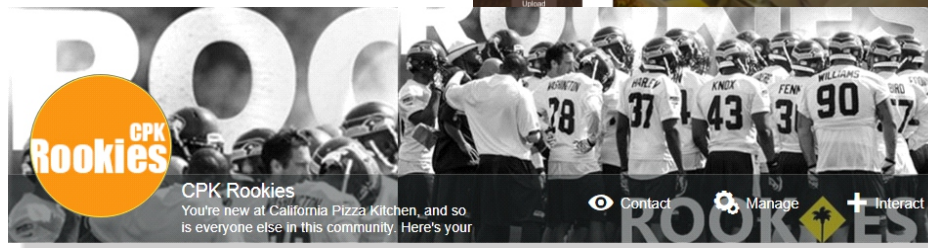
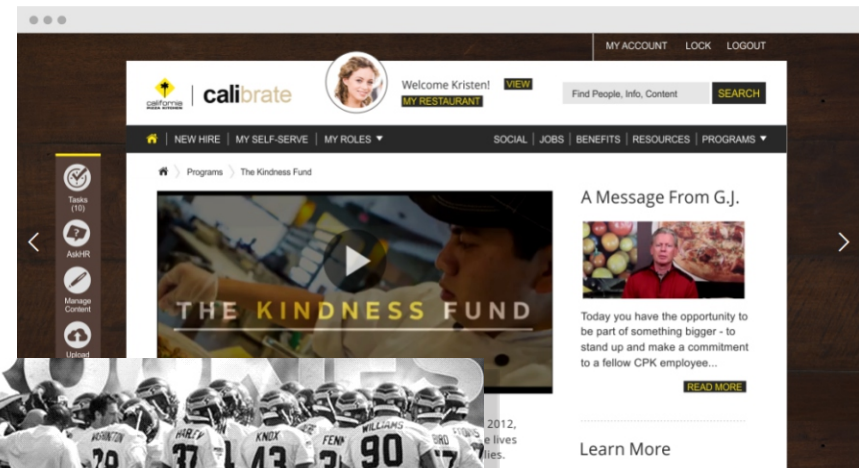
HR



Pay



Talent





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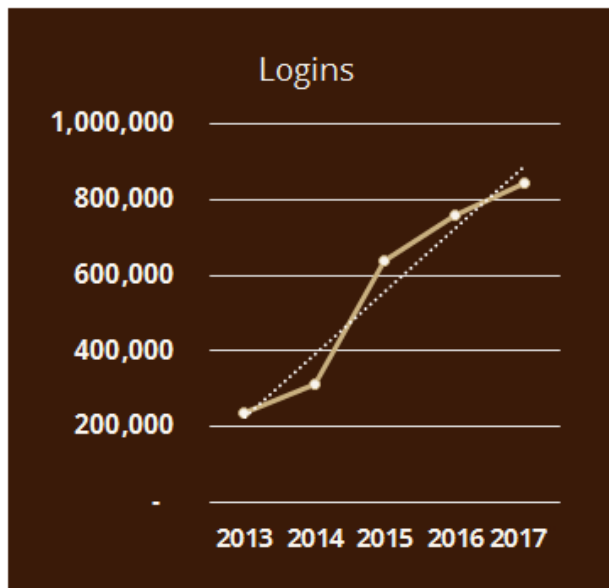
## The Results

CPK now leverages **one highly branded employee platform** that seamlessly connects all their locations and employees. Calibrate has **fundamentally changed** how the company communicates, gets work done and drives new programs/initiatives.

Since initial rollout, system adoption has **consistently increased year-over-year**.

“Love it! We are very excited about the partnership we have built that is fuelled by innovation and building creative (often non-typical) strategies to really make an impact on our business.”

Shannon Kirk, VP of People  
California Pizza Kitchen



**24M** minutes / year spent in Calibrate

**6M** page views / year

**124k** content shared / year

**1,000** new hire processes / month

# We'd Love To Chat

If you would like to learn more about CPK's success story, or if you would like to launch into a spirited debate about all things technology, engagement and HR - drop us a line. We'd love to hear from you.

[www.vibehcm.com](http://www.vibehcm.com)

## ABOUT VIBE HCM

If you are eager to create the best employee experience, we should meet. At Vibe HCM, we build technology for organizations seeking a better way to deliver HR services and engage their people. Our unified platform opens new possibilities for replacing or enhancing existing systems — whether your goal is to strengthen culture, transition to new service models or transform internal communications.

Relied on by over 1 million employees worldwide, the Vibe HCM platform delivers HR, Talent, Recruiting, Onboarding, Engagement, Analytics and Payroll. Go beyond just automating HR. Visit us at [www.vibehcm.com](http://www.vibehcm.com).

**Your Employees. Your Culture. Your Unique Vibe.**



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