movo

The only mobile-native platform providing battlefield awareness to increase efficiency, productivity and retention of frontline personnel.

Boost productivity, empower & energize employees

Running a business that depends on a large frontline workforce has never been more challenging. It's expensive, manual, time-consuming, and legacy systems are no help. Movo (https://movo.co) is the only mobile-native platform custom-built for automatically acquiring, engaging and boosting the productivity of today's frontline workforce -- up to 30%. With Movo you can be up and running in 2 weeks.

Movo uniquely solves:
- Productivity loss, due to low value activities and roles, and the misallocation of employees
- Low engagement, feeling of disconnectedness, high churn -- due to lack of empowerment (no coaching, transparency of offering, self-service) in scheduling, training, and career decisions
- Frontline operational gaps caused by broken workflows, communications, follow up, and tools
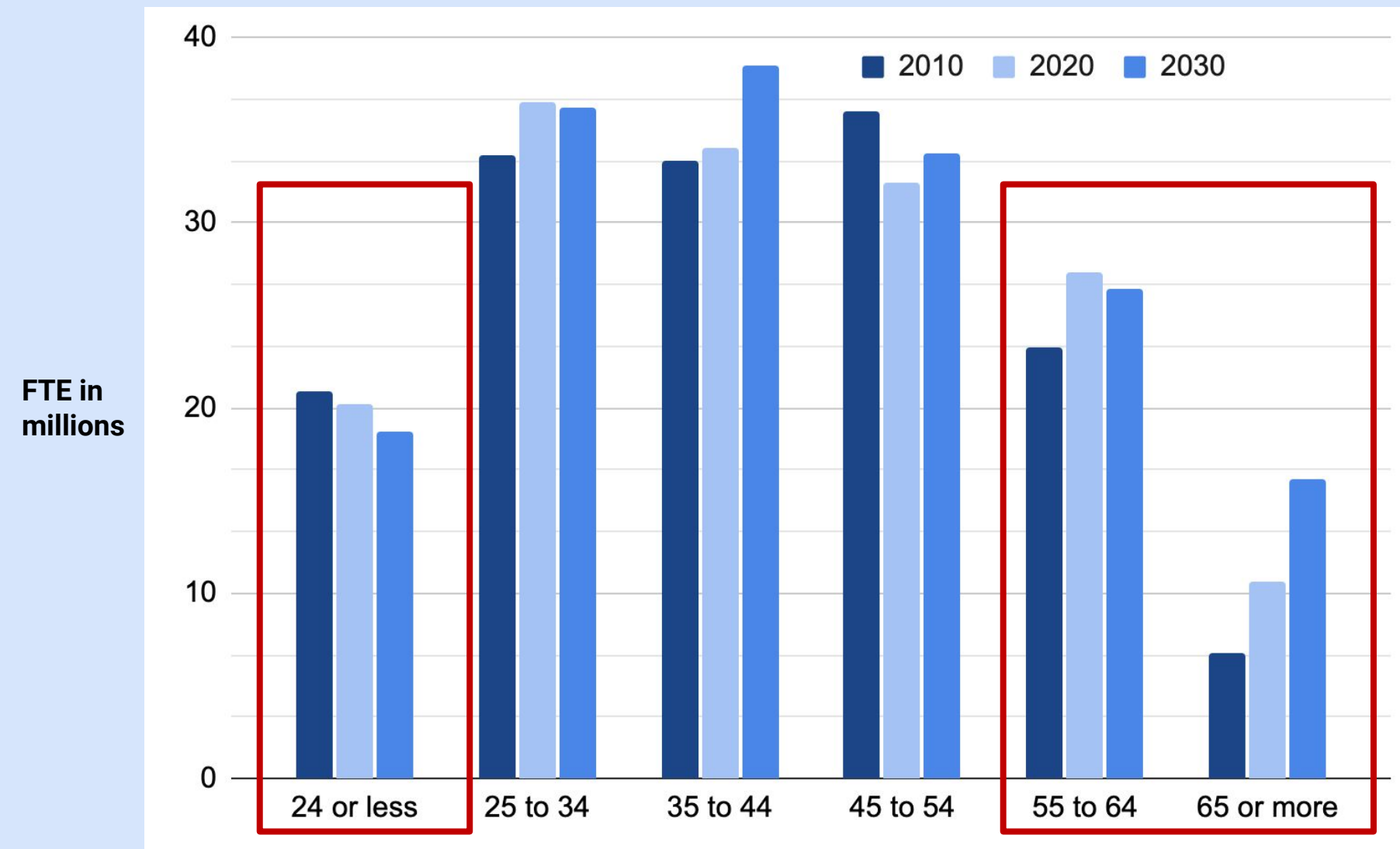
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We believe Movo's approach is a **rare win-win-win**. Workers have fairly-compensated jobs with the opportunity to grow and develop. Companies retain high-quality labor. And Miami benefits from the virtuous circle of higher productivity and strong local businesses.

— MAYOR FRANCIS SUAREZ

Pandemic accelerated structural challenges in labor markets. These are US stats, but it's everywhere now.

FEWER PEOPLE ENTERING THE WORKFORCE, MORE PEOPLE LEAVING IT

US WORKFORCE DEMOGRAPHICS BY AGE BAND

Legend: 2010, 2020, 2030

FTE in millions

Age bands: 24 or less, 25 to 34, 35 to 44, 45 to 54, 55 to 64, 65 or more

RESULTING IN 10M+ FRONTLINE OPENINGS PER YEAR FOR THE NEXT DECADE

BLS Occupational Group	FTEs 2021	Median Wage, May 2021	Annual Openings 2021-31	In % of Workforce
Healthcare	15,384,615	$ 75,040	1,900,000	12.35%
Logistics / Transportation	14,350,000	$ 36,860	1,900,000	13.24%
Food Prep / Serving	11,818,182	$ 28,400	2,400,000	20.31%
Education Occupations	9,402,857	$ 57,220	929,900	9.89%
Manufacturing	8,180,000	$ 37,710	989,900	12.10%
Construction / Extraction	6,322,500	$ 48,210	723,400	11.44%
Field Engineers / Technicians	6,080,000	$ 47,940	628,200	10.33%
Service Occupations	3,891,429	$ 29,450	762,600	19.60%
Protective Services	3,630,000	$ 46,590	421,500	11.61%
Farming, Fishing, Forestry	967,100	$ 29,860	171,700	17.75%
Total frontline	80,026,683	$ 47,165	10,827,200	13.53%

Companies have to retain, upskill or automate the workforce they have. Can't rely on hiring alone
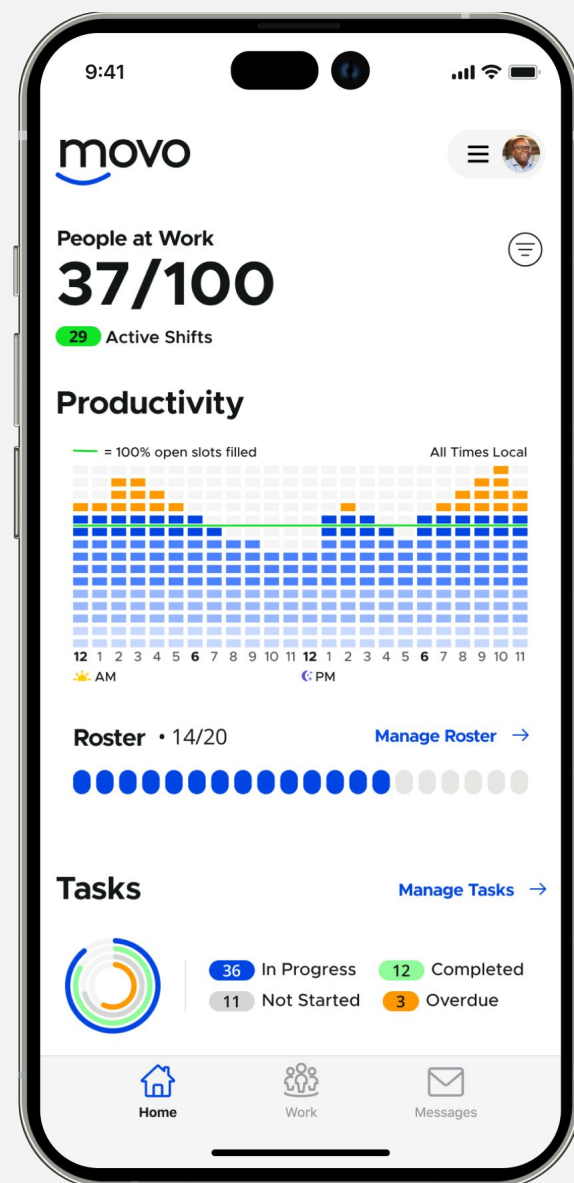
Movo is a trusted partner to major corporations

> Movo is the **only mobile native platform** solving today's critical workforce challenges.
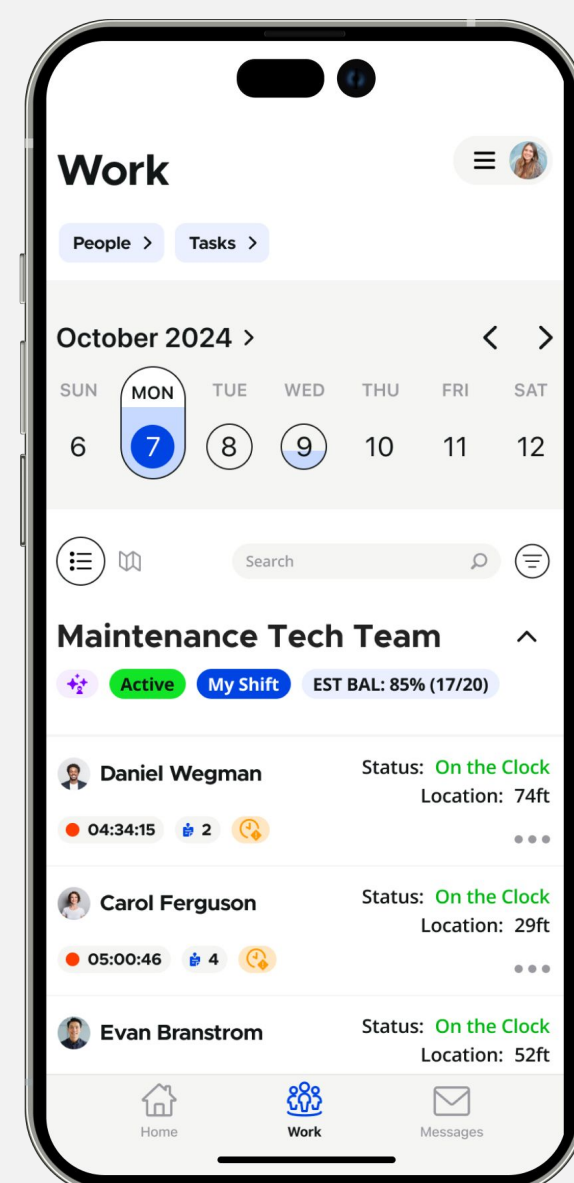>
> — MIKE YOUNG
> SHEARER'S FOODS

Movo is the only mobile-native platform solving today's toughest labor challenges. Elevating productivity & empowering teams
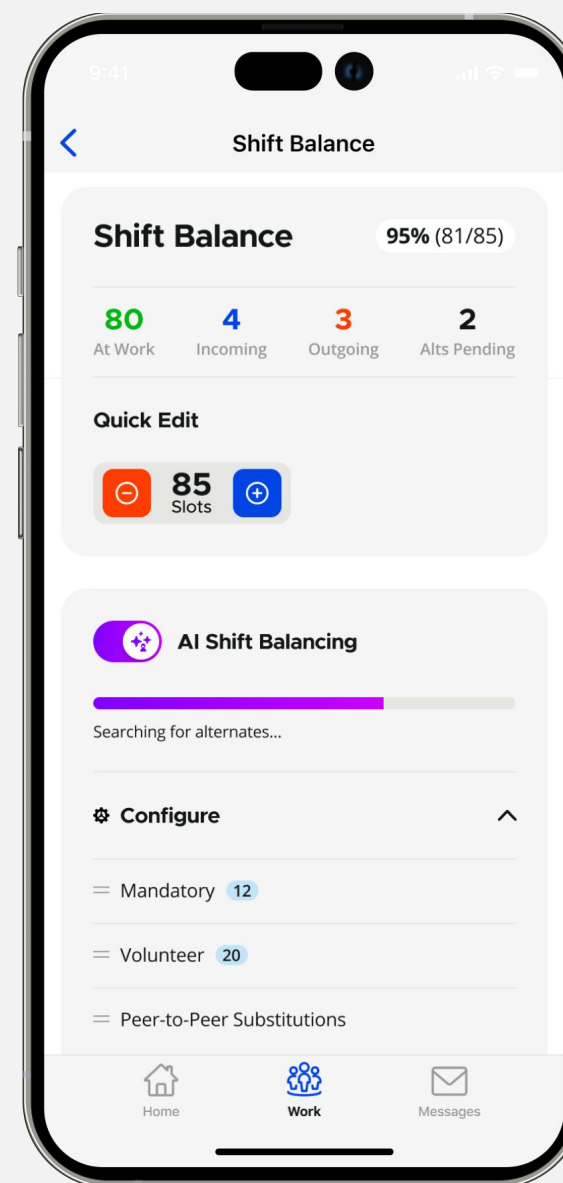

Dashboard

Accelerate employee engagement and retention on + off the clock with the mobile platform employees love to use (up to 50 times per day)

Work

Mobile supervisor tools, insights and data to maximize their situational effectiveness. They can also manually interact with tasks, scheduling and other automated routines as desired.
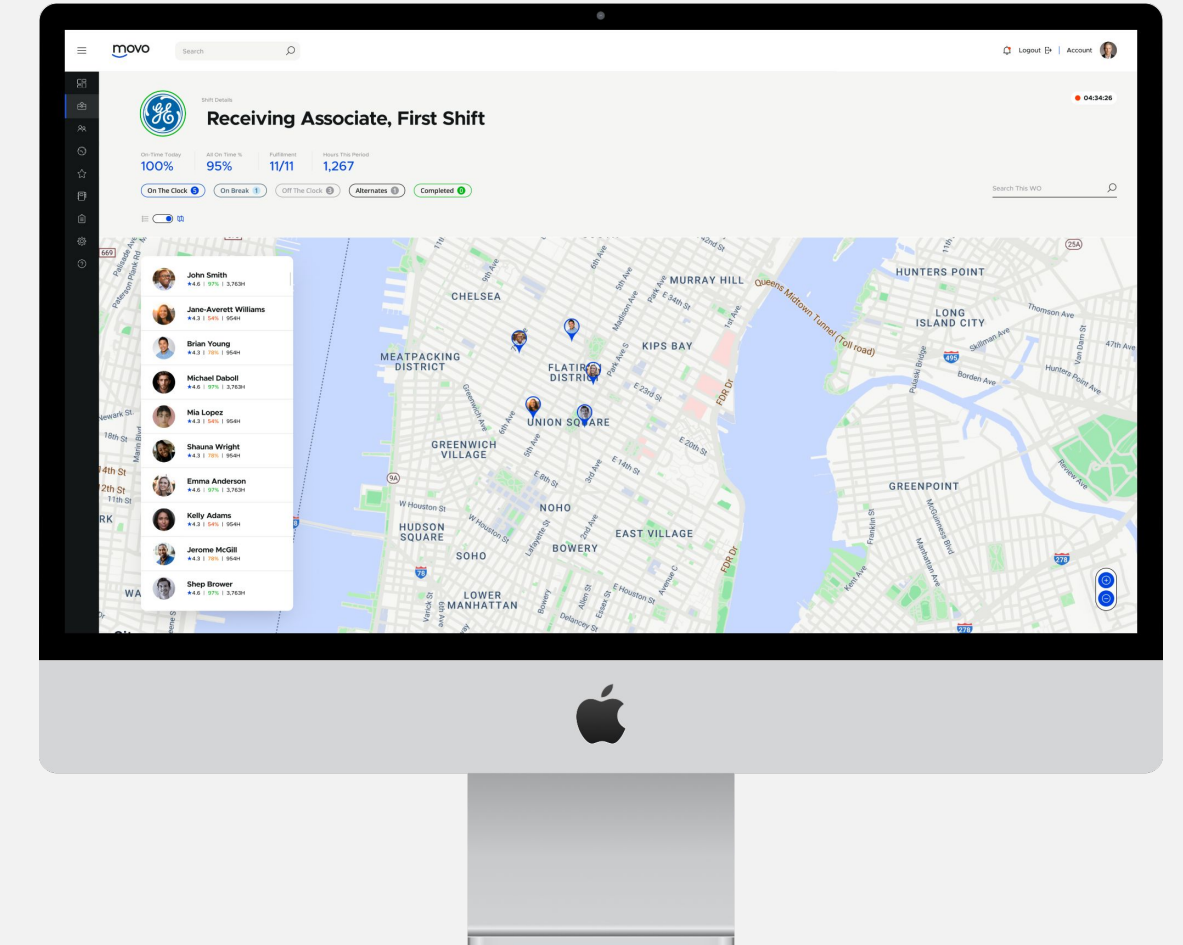
Scheduling Automation

Movo optimizes staff allocation in real time while accounting for employee preferences.

Secure Team Communications

Movo comes out of the box with a secure enterprise communications platform for staying in constant touch: 1-to-1, groups, and blast messaging.
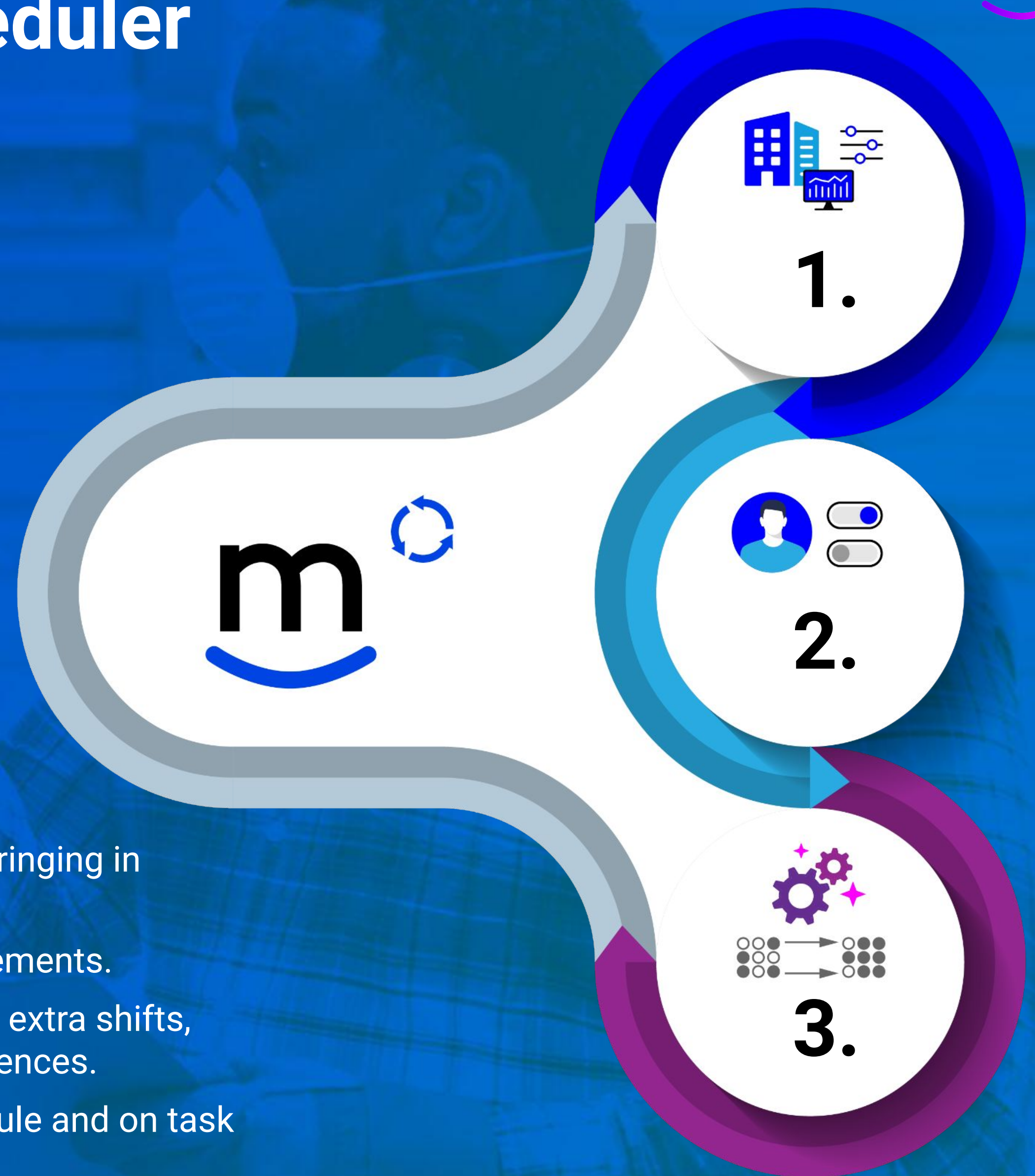
Real-time Administration

Executive and supervisory teams to monitor and manage rosters, task-dispatching and communications, mobile hiring, onboarding. Across the enterprise and all in real-time

How it Works — Movo's Auto-Scheduler

1. **Company connects their labor forecast to movo (or we help you build it based on your task volume) via the Demand API**

2. **Employees and contractors download the app, setup profile, and input their availability and scheduling preferences**

3. **Movo assigns shifts based on best match of company's demand for labor to employee's individual availability preferences**

Ongoing Optimizations:

- Movo continually optimizes each roster to match need for labor, e.g., bringing in on-call and flex employees to augment shifts as needed.

- Movo sends roster updates every hour/day/week depending on requirements.

- Employees continually self-serve on time-off requests, volunteering for extra shifts, shift swapping with qualified peers, and updating their schedule preferences.

- Everybody, supervisors, execs and employees stays in touch, on schedule and on task in real time through the mobile app.

- Information flows via APIs to other company systems (e.g., payroll)

Case Study |

Movo's technology helped Turkey's largest logistics company elevate productivity, empower and energize employees in its core business.

- Netlog is Turkey's leading logistics and supply chain group, with more than 15K employees and distribution centers across Europe.

- Netlog faced flat to declining productivity and high turnover in its logistics operations in the wake of the global pandemic and resulting tight local labor markets. Not surprisingly, turning around labor was Netlog's #1 operational priority.

- Netlog's executive team needed to solve the following pain points:
  - Wasteful schedules, over- and understaffing. Excessive overtime
  - Time- and materials fraud, on-premise and in the field.
  - Expensive and biometric physical time clocks, erosion of employee trust

- Netlog deployed Movo's scheduling automation and labor forecasting system together with mobile timekeeping across 40+ DCs in a staggered rollout.

- Within a month of conversion, each site recorded a turnaround in employee retention and productivity -- and a palpable improvement in communication and morale.

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*Movo helped us **reduce overtime expenditures by 10%, energize employees,**and **increase productivity by up to 30%***

— Ufuk Kardas,
CHRO at Netlog

The Results:

- Increase of 30% in employee productivity with Movo's scheduling and task automation

- Win-win: Energized the workforce with increased transparency, self-service and communications

- Helping drive 50% decrease in employee turnover

- Elimination of fingerprint hardware and physical time clocks

Case Study | amazon

Movo helped Amazon.com turn around hiring and onboarding of new employees -- keeping critical supplies moving — in Minneapolis during the George Floyd protests and throughout the Pandemic.

- Shakopee, Minnesota, 'MSP1' was Amazon's single most challenging site in the pandemic. A combination of COVID restrictions, the George Floyd protests, and historically tense labor relations made TA and employee retention incredibly difficult. When Movo first engaged, Amazon had a gap of 300+ new hires per week at the site.
- Amazon deployed Movo's mobile-native hiring and onboarding technology in three large Amazon distribution centers (DCs) in Minnesota & Nevada
- Within the first week of deployment in March 2020, Movo was fully deployed and began to produce batches of 50-100 new hires, fully compliant, trained, and ready to go. Within a month, all sites were back up to normal operating levels.

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*Movo is the **only team** that has been able to help us in this labor market.*

— LISA HUNTER,
AMAZON FULFILLMENT

The Results:

- Hired, trained and deployed more than 200 new mission-critical employees per site and week in the face of tremendous labor market challenges, a 10x improvement on previous efforts.

- Scaled to meet soaring demand as Amazon maintained its delivery commitments on critical items throughout the pandemic.

Movo begins generating significant value in just 2 weeks

movo

	WK0		WK1		WK2		WK3		Who
Planning									Movo
Agreement						go-live			Movo + Client
Detailed requirements work									Movo
Implementation plan									Movo + Client
Initialize infrastructure									Movo
Scheduling Automation									Movo
Setup of rosters, teams, shifts									Movo
Labor forecast API									Movo + Client
Employee Onboarding Automation									Movo
Integrations with HRIS, credentials sources									Movo + Client
Compliance and credentialing									Movo + Client
Implementation / Chg Mgmt									Movo
Training, direct or with TTT									Movo + Client
Initiation of deployment with net-new workers									Movo + Client
Migration of existing employees									Movo + Client
Process instrumentation & operational reporting									Movo
Weekly performance mgmt									Client

Contact us at hello@movo.co to find out more about how Movo can help you achieve your operational and employee goals.