

# H. B. Maynard and Company, Inc.

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## H. B. MAYNARD AND COMPANY, INC. EXTENDS LEADERSHIP POSITION WITH UNVEILING OF PACKAGED SOLUTIONS FOR RETAIL

*Integrated workforce management solutions enable retailers to address most critical labor  
management challenges*

PITTSBURGH – To further extend the benefits that leading retailers are achieving with the use of its proven approach to managing workforce performance, Pittsburgh-based H. B. Maynard and Company, Inc. has announced the launch of a packaged solutions approach for the Retail industry, beginning with Engineered Standards for Grocery™.

Maynard® recognizes that retailers often view the prospect of labor standards development as a long and arduous task. Typically this opinion merely reflects lessons learned during projects that quickly became bogged down in cumbersome levels of detail and minutia.

Maynard consultants have built a reputation for successfully overcoming these challenges by developing databases which provide all the desired detail and accuracy, but are relatively simple to maintain over time. Therefore, in the fall of 2005, Maynard chose to make an unprecedented investment in packaging solutions for specific industries, built around a systematic and accelerated development road map, in order to make a quantum leap forward in the reduction of standards development time.

“We recognize how critical managing workforce performance is to the long term profitability of this sector,” said Edward J. Gill, Maynard Executive Vice President. “That’s why Maynard’s products and services are supported by a significant investment in research and development to deliver fast, affordable packaged solutions to meet the most critical workforce performance challenges.”

This R&D effort has resulted in the first completed package, Engineered Standards for Grocery. The approach to creating the package has leveraged technology and statistical theory to effectively integrate all of the necessary components of standards development, including: industry typical standard data; item movement; validation; software; and training, resulting in a radically streamlined timeline for the development of standards for all store operations activities.

### **A world-class approach to workforce management**

According to Gill, Maynard’s Engineered Standards for Grocery packaged solution continues to meet the needs of store operations personnel with well-documented, credible and accurate store-specific standards which will enable them to effectively manage performance of the

workforce, while at the same time enabling the organization to realize the associated improvements in a much more consistent, predictable and timely fashion.

“We understand that managing the workforce is becoming increasingly complex,” said Gill. “By providing our clients with a streamlined approach to developing their labor models, based on accurate engineered standards that are quick and easy to create, more time can be spent maximizing the customer and employee experience.

“Throughout our history we have remained focused on maximizing the productivity of each and every employee within an organization and doing so while maintaining a safe and orderly work environment. We will continue to make substantial investments in R&D so that we can ease the burden of creating and maintaining sound labor models – and the Grocery sector is only the beginning. We will soon be announcing initiatives that will capitalize on our vast experience within other Retail sectors.”

### **About H. B. Maynard and Company, Inc.**

*Maynard is an international consulting, software and training business formed in 1934 and headquartered in Pittsburgh. The company is recognized as a leader and trusted advisor in the areas of industrial engineering and productivity management, providing global companies with a competitive advantage through workforce performance excellence. Maynard has been helping companies improve their productivity, quality and culture through providing tools, training and expertise in labor management, best methods, workplace organization, engineered labor standards and staffing. Results focus on reducing labor costs while meeting customer service objectives and building stronger, more profitable customer relationships.*

*Maynard's core offerings align with the multi-disciplined strategies of the Maynard Workforce Performance Model™. The model includes disciplines such as 5-S; Work Flow Design; Best Methods; Setup Reduction; Engineered Standards; Workforce Training; Staffing and Reporting; Wage Alignment; and Performance Management. In support of each discipline, the company offers training courses, software applications and consulting assistance.*

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