

Improving the quality of daily life begins with our employees. At Sodexo, we believe employees who effectively manage competing work and life demands achieve enhanced personal and professional well-being. That is why we are implementing Sodexo's Work/Life Effectiveness Flexibility Initiative.

"Flexible Work Arrangements are effective tools in reducing turnover and increasing productivity, job satisfaction, and company loyalty because they offer a mutually beneficial work environment."

*Deb McMahon
Regional Vice President
Campus Services*

Flexible Work Arrangements Offer

- Enhanced productivity
- Improved job satisfaction and morale
- Increased energy and creativity
- Improved balance of personal and professional life

Employees are given the opportunity to align their career with their personal priorities. This positions Sodexo to engage and retain a highly skilled and committed workforce.

Eligibility Criteria

Candidates may initiate a Flexible Work Arrangement request during the recruitment process, and hiring managers will consider those that appear to be beneficial to the business. Flexible Work Arrangements are evaluated on a regular basis to ensure they are aligned with business needs.



Flexible Work Arrangements

Flextime – Employees vary the start and end times of their standard work day

Telecommuting – Employees have designated office space but work from home or another off-site location on a regular basis

Remote Work – Employees work exclusively from a home office or other work site

Part-time – Employees work less than a regular full-time schedule with salary and benefits prorated

Job Sharing – Two employees divide the tasks and responsibilities of one full-time position, with the salary and benefits prorated

"I'm much more efficient – my time and energy are spent on the high value work and because of this I do five days worth of work in four now."

*Sharon Ciaramitaro
General Manager
Ford Motor Company Headquarters*

