**Dear Ms. Sarne,**

Your authenticity and commitment to quality resonate with my lifestyle of taking actionable steps for sustainability. After visiting a PLANTA location last spring, I was impressed by the sustainable restaurant practices, your customer service, and your involvement in local environmental programs. With over 14 years in HR and a deep appreciation for your mission, I'd love to be part of the solution of improving onboarding procedures, managing performance, and assisting with benefits and payroll.

PLANTA is not the first employer I have known to pursue innovation with their HR initiatives. As the HR manager at White Wolf Books, I monitored HR plans and planned updates, including transforming the onboarding process to extend beyond training. I wanted employees to progress in their careers, but we lacked the resources to help them achieve their goals. Through implementing new programs and adding more resources, employee satisfaction increased by 53%, productivity grew by 28%, and revenue-per-employee rose by 16%.

I also have experience solving complex employee relations issues. As the HR manager with Cygna Labs, positive mediation was roughly 50% of my role. I investigated complaints, ensured compliance with legal employment requirements, and developed new policies and procedures. By the end of my position, our retention rate had increased by 45%, our human capital return on investment had improved by 23%, and the number of promoter-level NPS scores had increased by 42%.

My goal is to develop creative solutions that result in happier, more productive employees through innovative methods. I believe I can positively impact PLANTA by coaching others, leading projects/initiatives, and updating operations. Thank you for providing this opportunity, and I look forward to discussing PLANTA’s future together (and enjoying some amazing vegan meals).

Respectfully,

**Aidan Gensell**

**January 23, 2023**



*Human Resources Manager*

**AIDAN GENSELL**

**Vanessa Sarne, Senior Human Resources Director**

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**ENCLOSURES**

* Resume
* Application
* 3 reference letters