



Case Study: Kamran and Company, Inc.

Entertainment, Hospitality & Culinary



Embedded Model

[kamranco.com](https://www.kamranco.com)

About Kamran and Company, Inc.:

Kamran and Company is a leading full-service commercial foodservice contractor specializing in the design, procurement, and installation of commercial kitchen and restaurant equipment for clients across hospitality, education, healthcare, and government sectors.

The company operates three subsidiary businesses: Berlins Restaurant Supply, Atlas, and Culinex, each serving a unique segment of the foodservice market, from equipment distribution to custom kitchen design and contracting.

Kamran and Company engaged myTOD during a period of hypergrowth and transformation following the appointment of a new CEO in 2024. The organization was focused on building scalable systems, strengthening leadership infrastructure, and aligning operations across multiple entities while maintaining its people-first culture and commitment to turnkey project delivery.

The Challenge:

Resources: Kamran and Company lacked an internal Talent Acquisition function or standardized hiring process, making it difficult to manage recruitment effectively during a period of rapid growth.

Structure: Without a centralized approval workflow or formal offer and onboarding process, hiring execution varied across teams, leading to inconsistent new-hire experiences.

Clarity: Ongoing organizational restructuring under new leadership created shifting priorities and ambiguity around hiring needs and ownership.

The Challenge Continued:

Talent Market: Recruiting skilled professionals in competitive markets like Charleston added further complexity, resulting in hiring delays and communication gaps between managers.

The Solution:

Foundation: Built Kamran and Company's Talent Acquisition department from the ground up, establishing the structure, processes, and systems needed to support long-term scalability while achieving quick hiring wins.

Early Impact: Filled three key accounting roles for the CFO within the first three weeks of partnership, setting a strong precedent for efficiency and collaboration.

Scalability: Expanded support to manage over 42 open roles simultaneously across Finance, Operations, Project Management, Estimating, Business Development, and HR.

Process: Designed and implemented a standardized recruitment framework, including offer approvals, onboarding workflows, and hiring manager training to ensure consistency and control.

Branding: Revamped the company's careers page to elevate employer branding and attract higher-quality candidates in competitive markets.

Partnership: Collaborated closely with the CEO and newly appointed HR Manager to align hiring strategies with evolving business objectives.

Growth Enablement: Added a second Talent Partner six months into the engagement to sustain hiring momentum and maintain process consistency across multiple business units.

The Results:

- ✓ \$3.8M in Total Salaries Placed across 42 roles company-wide within the first year, including critical hires in Accounting, Finance, Operations, and HR.
- ✓ 3 Key Accounting roles filled in under 3 weeks, meeting urgent CFO needs and setting the tone for a fast, results-driven partnership.
- ✓ 92% Retention Rate among new hires, reflecting strong alignment with Kamran's culture and organizational goals.
- ✓ Established Kamran's first structured Talent Acquisition process, including standardized workflows, onboarding, and approval systems.
- ✓ Full implementation of ADP ATS, bringing visibility, data, and consistency to recruitment operations.
- ✓ Improved cross-functional collaboration between HR, leadership, and hiring managers, resulting in faster decisions and clearer accountability.
- ✓ Enhanced employer brand and candidate experience, driving higher-quality applications and stronger engagement.
- ✓ Expanded internal recruiting capacity with the addition of a second Talent Partner to support rapid growth and maintain hiring momentum.

Within six months, Kamran saw measurable gains in hiring efficiency, manager satisfaction, and process transparency. They saw over \$476K in cost savings compared to standard agency fees!

The Timeline:



December 2024

Partnership begins and myTOD fills 3 accountant roles for CFO within 3 weeks.

January 2025

Designed and implemented structured TA process

February 2025

Designed and implemented structured onboarding workflow.

April 2025

Redesigned careers page and trained hiring managers.

June 2025

Added second Talent Partner to support rapid growth and increased hiring volume.

July–September 2025

Expanded hiring across all departments (Project Management, Estimating, HR, Business Development).

October 2025

Achieved \$3M in total hires with 92% retention rate.

Current

Partnership remains ongoing.



Key Takeaways:

3.8M

Salaries
Placed

476K

Cost Savings
Provided

78.5

Candidate
Satisfaction
Score

42

Candidates
Placed



Kamran & Company

Working with myTOD was an excellent experience. They were incredibly responsive through the process and consistently provided high quality candidates who were a fit for our needs. Their professionalism and attention to detail made the entire hiring process experience smooth and efficient.



- Kristin Hawkins

HR Manager at Kamran and Company



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