

# Meet Andy Rosen



**This week in our series - Key Ingredients: Catching up with the IPHFHA Board - we connected with Andy Rosen.**

**Location**



Orlando, FL

12



**years as a  
PH Franchisee**

## DID YOU KNOW?

### Serving the Board

I suspect that many franchisees believe it's a fun boondoggle job with lots of meetings and committees, but the reality is that it's time-intensive and pressure-packed. It's important and necessary to wear your "system hat," thinking of the entire system and not just your own business when making decisions that impact all franchisees. The fun & most rewarding part is when we do stuff that positively affects the entire system.

### Fun Fact?

I was turned down after interviewing for a job in PH Corporate Finance in 1989. After thinking about it for a few days, I called Pizza Hut and told them I was flying back to Wichita to convince them to hire me. I did and here I am 32 years later!

### Favorite Quote?

Drink the good wine first. People collect wine, they set it aside and they keep waiting for the perfect moment to open it. Quit waiting for the perfect moment - have a good time while you're here, revel in the moment & enjoy life every day to the fullest.

### How do you balance needs?

From the beginning of our company, we've focused on having a workforce that reflects the communities in which we operate restaurants and where our team members live. We know that it's a point of pride for many of our team members to have positions of responsibility that are visible to friends and family in their communities. While it's a never-ending journey, we're proud today that our restaurant teams are more than 50% Black and Hispanic, very close to mirroring our central Florida demographic. While we are purposeful about discussing demographic composition in all of our people discussions - bench planning, career days, etc. - we are equally purposeful about having very transparent hiring, training, development and promotion criteria widely known throughout our company.