



HAWAII

**Prepared for:
EB-3 EMPLOYEES COMING HAWAII**

SUBWAY EMPLOYEE HANDBOOK INTRODUCTION



This document aims to provide:

- **Insights into what life is like in the state of Hawaii and the greater Islands.**
- **The general expectations and benefits of a Subway employee.**
- **Housing options in the area of your employment.**



LIVING IN HONOLULU QUALITY OF LIFE



Living in Hawaii offers an unparalleled quality of life, blending natural beauty with a relaxed, welcoming culture. Imagine waking up to the sound of ocean waves, enjoying year-round sunshine, and exploring stunning beaches, lush mountains, and vibrant local communities. With its rich cultural heritage, diverse recreational activities, and emphasis on health and wellness,

Hawaii provides a unique, balanced lifestyle. The islands are known for their close-knit communities, excellent schools, and world-class amenities, making it an ideal place to live, work, and thrive. Embrace the aloha spirit and discover a life of tranquility and adventure in paradise.



LIVING IN HAWAII SEASONS



Wet Season (Hooilo): This spans from November to April. The wet season is cooler and wetter, with more frequent rain showers and higher humidity. Daytime temperatures during this period usually range from the mid-70s to mid-80s Fahrenheit (around 24-29°C). The rainfall helps maintain the lush, green landscapes for which Hawaii is famous, but it can also result in occasional heavy downpours and storms

Average
Temp
89F/31C



Dry Season (Kau): This typically runs from May to October. During this period, the weather is warmer and drier, with average daytime temperatures ranging from the mid-80s to low 90s Fahrenheit (around 29-34°C). Humidity levels are lower, and the skies are generally clear, making it an ideal time for outdoor activities and beach outings

Average
Temp
79F/26C



A full-page background image showing a surfer with long brown hair, wearing a white t-shirt and dark shorts, riding a wave. The surfer is positioned in the center of the frame, leaning forward with their right arm extended. The wave is breaking over their head, creating a large, white, foamy splash. The water is a vibrant turquoise color. The overall scene is dynamic and captures the energy of surfing.

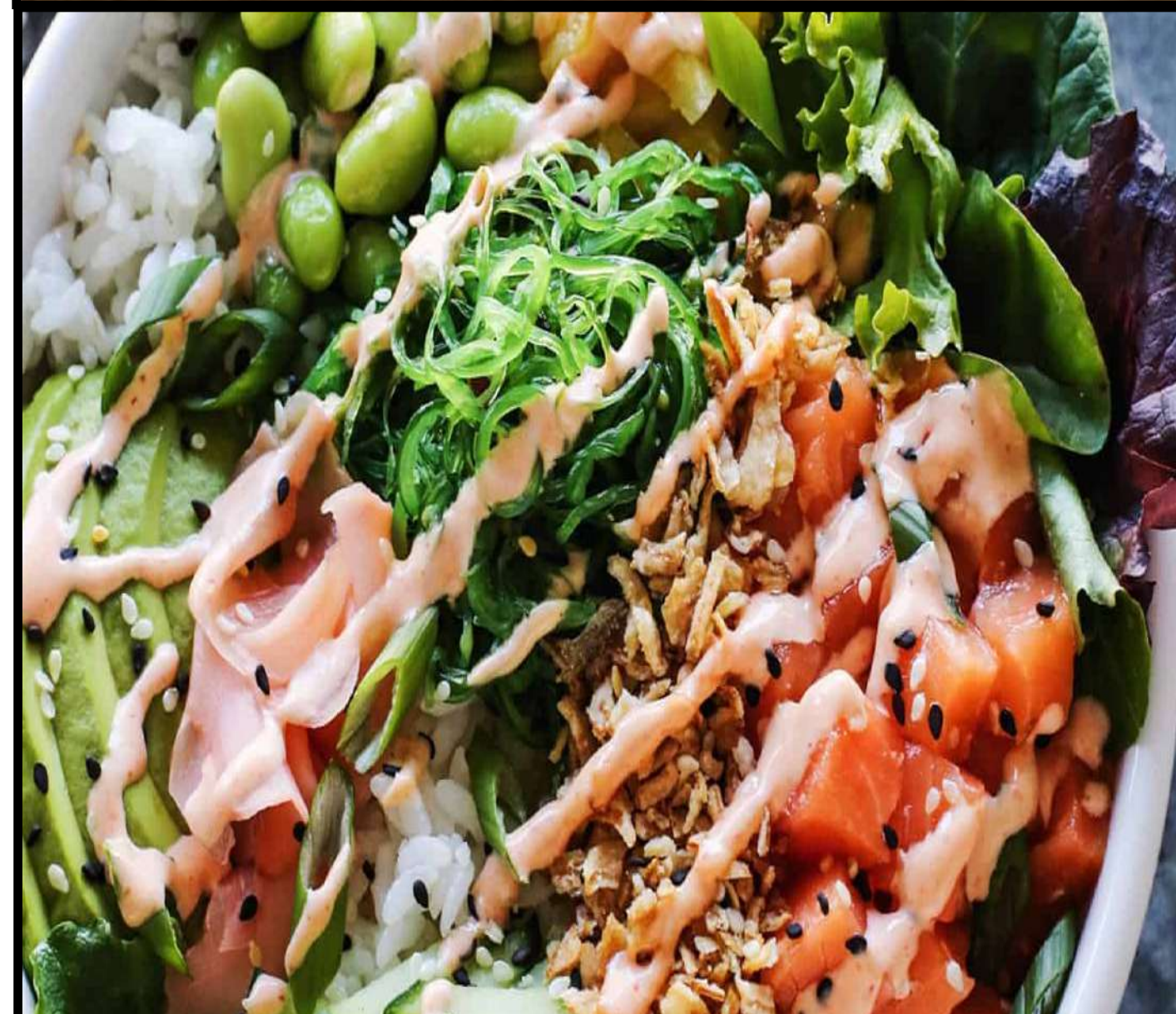
Hawaii is famous for its world-class surfing, with iconic spots like Oahu's North Shore, home to the Banzai Pipeline and Waimea Bay. Known as the birthplace of modern surfing, Hawaii offers ideal conditions year-round, attracting surfers globally.

The state's warm waters and consistent waves make it a premier destination for both professional and amateur surfers.

LIVING IN HAWAII FOOD CULTURE



Hawaii's food culture is a diverse blend influenced by indigenous heritage and various immigrant communities. Traditional dishes include poi, kalua pig, and lomi lomi salmon. Immigrants from Japan, China, Portugal, and the Philippines introduced new flavors, creating unique fusion dishes like poke, spam musubi, and plate lunches. Local food festivals and farmers' markets showcase Hawaii's vibrant culinary scene, offering everything from tropical fruits to innovative street food.



UNIVERSITY OF HAWAII SYSTEM
HIGHER EDUCATION



Visit <https://manoa.hawaii.edu/> to explore the many colleges in the Hawaii System.



HOUSING

LIVING IN HAWAII FINDING YOUR HOME



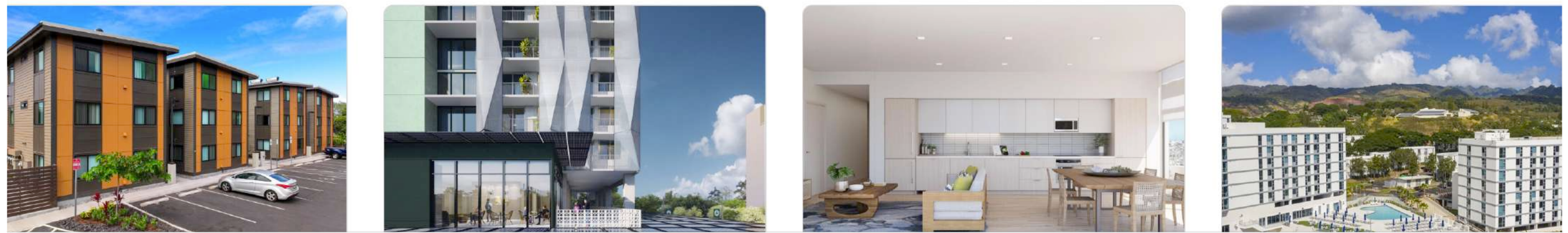
Apartment.com[™] Manage Rentals Sign Up

Discover Your New Home

Helping 100 million renters find their perfect fit.

Hawaii (State)

Explore Rentals in Hawaii



Visit https://www.apartments.com/hi/?bb=16x50p_huSh_7ug9gB
to easily search for apartments and
homes in your area.

A full-page background image of a tropical sunset. The sky is filled with vibrant orange and yellow clouds. The sun is a bright yellow orb on the horizon. Several tall palm trees are silhouetted against the sky. In the foreground, a red hammock is strung between two palm trees. A few people are visible in the distance on the beach.

Hawaii is renowned for its stunning natural beauty and breathtaking sunsets, making it true paradise on earth. The islands offer diverse landscapes, from lush rainforests and volcanic craters to pristine beaches and clear waters. Every evening, vibrant colors paint the sky, creating some of the worlds most picturesque sunsets, perfect and unforgettable experiences.



WORKING AT SUBWAY

SUBWAY®

WORKING AT SUBWAY

SAND WICH ARTIST - RESPONSIBILITIES



- Exhibits a cheerful and helpful manner while greeting guests and preparing their orders.
- Demonstrates a complete understanding of menu items and explains them to guests accurately.
- Uses Point of Sale system/cash register to record the order and compute the amount of the bill. Collects payment from guests and makes change.
- Performs Cash-In Procedure- accounting for all forms of money, bread, etc., during the shift.
- Prepares food neatly, according to formula, and in a timely manner.
- Checks products in sandwich unit area and restocks items to ensure a sufficient supply throughout the shift.
- Understands and adheres to proper food handling, safety and sanitation standards during food preparation, service and clean up.
- Cleans and maintains all areas of the restaurant to promote a clean image. Understands and adheres to the 3-step method for cleaning.
- Understands and adheres to all quality standards, formulas and procedures as outlined in the Subway® Operations Manual.
- Maintains a professional appearance and grooming standards as outlined in the Subway® Operations Manual.
- Performs light paperwork duties as assigned.



WORKING AT SUBWAY
SANDWICH ARTIST - COMPENSATION

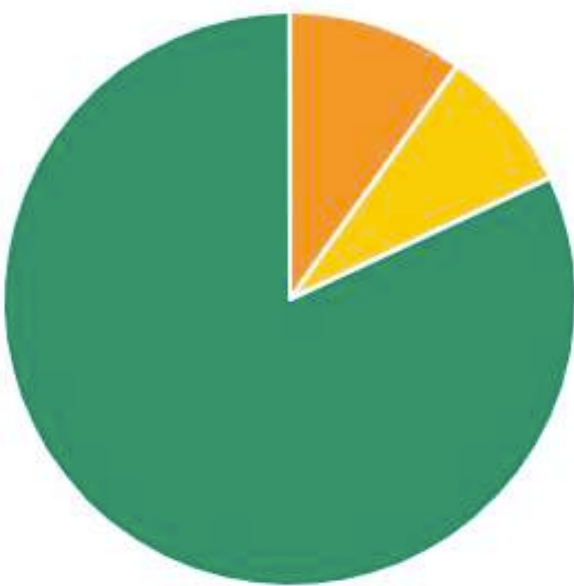


Your estimated monthly take home pay:

\$1,835

* calculation based on \$14/hr offered wage and a 160 hour pay period(month)

Gross Paycheck		\$2,240
Taxes	9.91%	\$222
DETAILS ▾		
FICA and State Insurance Taxes	8.15%	\$183
DETAILS ▾		
Pre-Tax Deductions	0.00%	\$0
DETAILS ▾		
Post-Tax Deductions	0.00%	\$0
Take Home Salary	81.94%	\$1,835



WORKING AT A WORLD SUBS SUBWAY: *ADDITIONAL OPPORTUNITIES*

World Subs LLC is currently welcoming EB-3 applicants to apply for the position of Sandwich Artist. Promotions for EB-3 applicants after they begin work are available based on ability. Shift Supervisor, Store Manager, Area Manager all the way up to owning your own Restaurant.



WORKING AT SUBWAY
SHIFT MANAGER - COMPENSATION

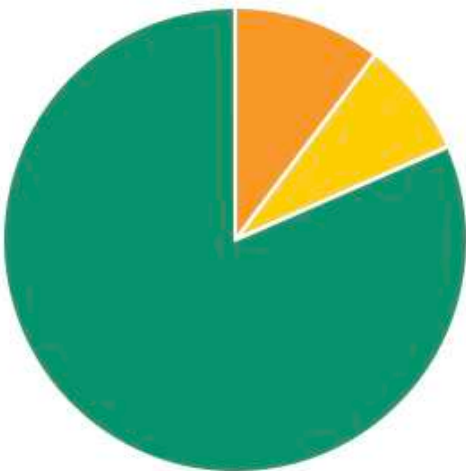


Your estimated monthly take home pay:
\$1,905

* calculation based on \$14.60/hr offered wage and a 160 hour pay period(month)

Where is your money going?

Gross Paycheck		\$2,336
Taxes	10.30%	\$241
DETAILS ▾		
FICA and State Insurance Taxes	8.15%	\$190
DETAILS ▾		
Pre-Tax Deductions	0.00%	\$0
DETAILS ▾		
Post-Tax Deductions	0.00%	\$0
Take Home Salary	81.55%	\$1,905



WORKING AT SUBWAY
GENERAL MANAGER - COMPENSATION



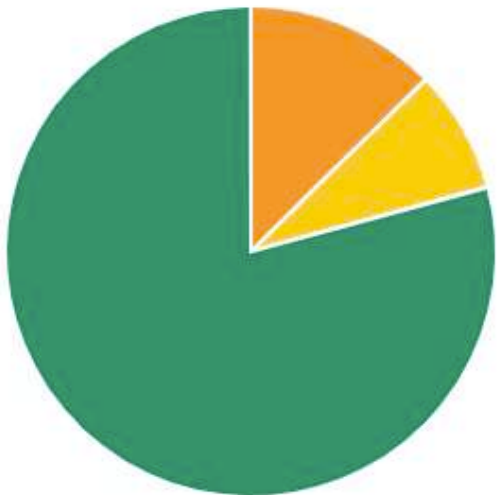
Your estimated monthly take home pay:

\$2,471

* calculation based on \$19.50/hr offered wage and a 160 hour pay period(month)

Where is your money going?

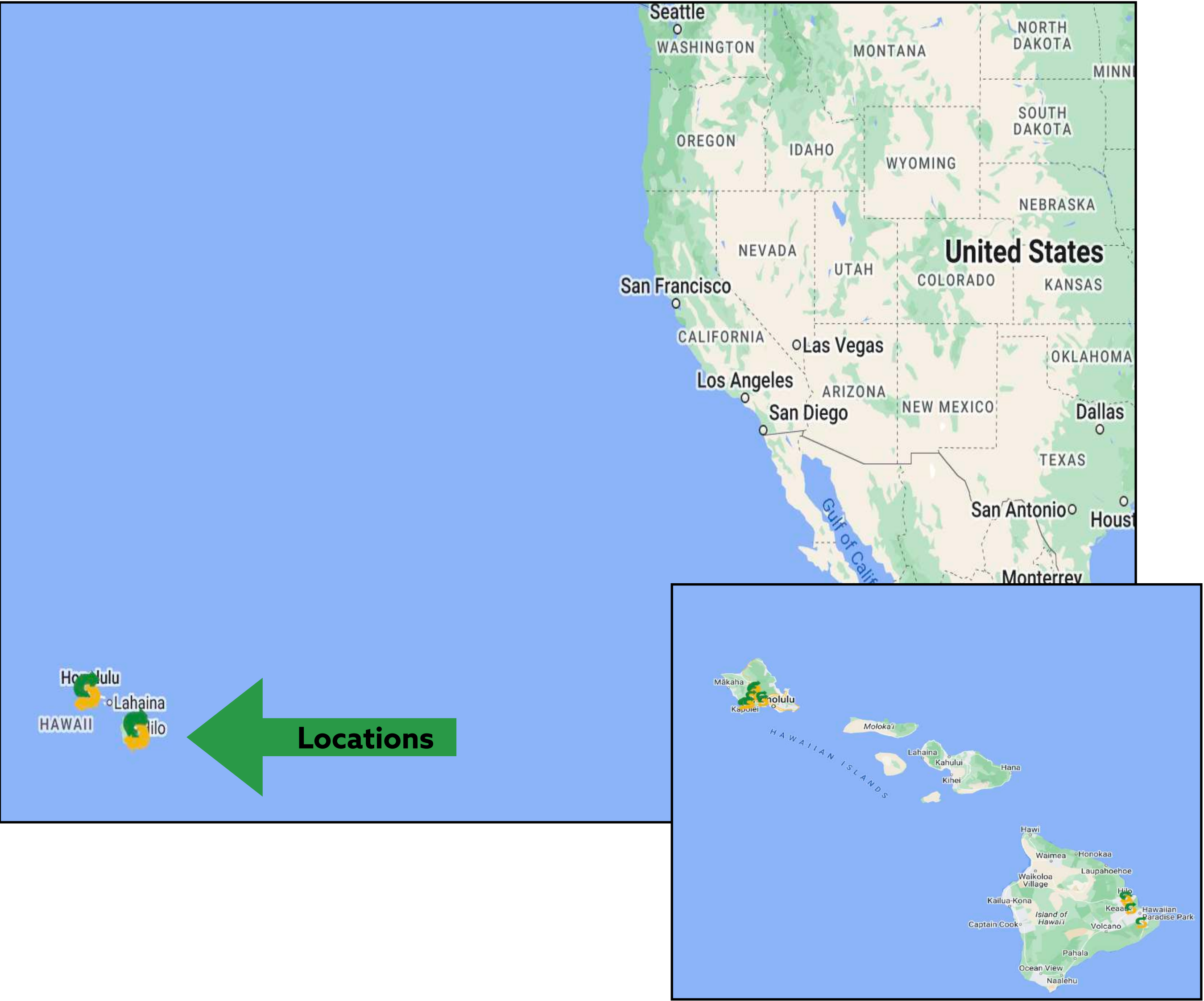
Gross Paycheck		\$3,120
Taxes	12.64%	\$394
DETAILS ▾		
FICA and State Insurance Taxes	8.15%	\$254
DETAILS ▾		
Pre-Tax Deductions	0.00%	\$0
DETAILS ▾		
Post-Tax Deductions	0.00%	\$0
Take Home Salary	79.21%	\$2,471



HAWAII SUBWAY LOCATIONS



Working at Subway in Honolulu offers flexible hours and a friendly work environment, perfect for enjoying the island lifestyle. You'll gain valuable customer service and food prep skills while being part of a team that values quality and the spirit of aloha. Enjoy the vibrant energy of the city combined with the laid-back Hawaiian vibe.





WE LOOK FORWARD IN SEEING YOU IN HAWAII