



EAT, DRINK, SIMPLY.

Employee benefits and perks



handbook

HEALTH INSURANCE - For full time employees after 60 days. Aetna. We pay a portion.

PAID TIME OFF - After one year of employment, an hourly full-time employee will be eligible for one week of paid time off. Full-time employees may claim up to 35 hours of paid leave. Tipped employees will receive \$15 per hour, while non-tipped employees will receive the rate of their hourly wage. This PTO does not carry over from year to year and cannot be converted into wages or cash. PTO is forfeited upon separation of employment. To be considered full time an employee must average over 30 hours a week

BONUSLY APP - From the staff for the staff. Reward each other in real time. Each month you are allotted bonusly points to award to your teammates in appreciation. As you earn bonuses, you can redeem your points for gift cards to major retailers from Starbucks to Amazon, charitable donations or even cash them out using paypal.

IDEA FACTORY- For each idea presentation you complete, you will receive \$50 in your next check. If the idea is adopted, you will receive further financial reward based on the idea and category.

Idea Category	Description	Compensation
Workplace Improvement	Anything that makes you better at your job, improves moral and overall work environment.	\$100.00
Hospitality Improvement	Anything that will increase our ability to offer the highest level of hospitality to our guests	\$100.00
Earth Friendly Idea	Any idea that will allow us to have a smaller impact on our planet	\$100.00
Cost saving	Any idea that will save us money or allow us to reduce the cost(s) of doing business.	10% of the first three months of savings.*
Revenue Generation	Any idea that will add revenue to the restaurant.	10% of gross income (The extra money the idea generates - the cost to generate)*

BRING A FRIEND - bring a friend to join our team and if they stay for at least three months you will a \$250 bonus.

WK BOOK CLUB - We value reading and learning so we not only have a book club, but we pay you to read the books - There are three books on the reading list.

"Setting the Table" by Danny Meyer – This is a book that we used to help Develop our philosophy on running our business - \$100

"Unreasonable Hospitality" By Will Guidara - The remarkable power of giving people more than they expect. \$100

"The Culture Code" by Daniel Coyle - "A step-by-step guidebook to building teams that are not just more effective but happier." - \$100

"This is Water" by David Foster Wallace - This is a very short book (based on a commencement speech) that demonstrates the value of awareness and critical thinking. - \$50

In order to receive your funds, upon completion of book you must write a three paragraph book report or set up a time to discuss the book with Jason. Funds will be in the next paycheck after you turn in your report or meet with Jason.

THE EAT DRINK MANAGEMENT BUSINESS VENTURE FUND

1. Business Proposal

Any serious business inquiries must have a well throughout business proposal. This will include at minimum a business plan and presentation.

1. Decision Process

We will review your proposal and have follow-up questions and conversations. If we feel there is an opportunity to move forward, we will work with you to set up a structure so we can invest in you and your business and/or idea. If there is not an opportunity to move forward with a financial investment, we will make any guidance or mentorship available should it be desired, to help you outside of financial support.

RESTAURANT REVIEWS: We offer a \$50 credit to be used at our locations when you submit a review of a dining experience you've had. There are six questions that you must thoroughly answer to receive the credit. This is available once every quarter to each person and a restaurant can only be reviewed one time. **Reviews must follow the outline in the Slack channel #restuarntreviews and be posted there once completed.**

\$10/HR VOLUNTEER HOURS - We will pay you for your time while you volunteer to help our community! You may submit up to 50 hours per quarter at \$10/hour.

REIMBURSEMENT FOR PROFESSIONAL DEVELOPMENT OR CONTINUING EDUCATION.

The cost of industry related certificates and courses will be reimbursed upon passing. (Subject to review)

FOOD & WINE DISCOUNTS: As part of our restaurant team, we believe it is important for you to experience our restaurants both as an employee and as a guest; therefore, we have adopted a generous food discount policy for our employees. Employees who come in as guests of our restaurants enjoy a fifty percent (50%) discount on food and a thirty percent (30%) discount on wine. This includes retail wine in our wine to go program. These benefits are available to any Eat, Drink Group employee at any of our restaurants.

To take advantage of these benefits, you must introduce yourself as an employee of the Company to the Manager on Duty. We also ask that you call and let the manager know that you plan to dine at the restaurant. Our dining discounts ARE NOT available on Fridays, Saturdays or during special events such as wine dinners and holiday celebrations, or happy hour items.

SHOES FOR CREWS COMPANY ACCOUNT



PROGRAM BENEFITS

- Exclusive Discount Pricing on Footwear, Personal Protection Equipment and MightyMats
- \$5,000 Accident Warranty [here](#)
- 60 Day Satisfaction Guarantee
- Fast Free Exchanges and Easy Returns
- Waived Restock Fee
- Employee Easy Self-Order featuring AfterPay! Shop now. Pay later. Interest-free.
- Exclusive Promotions

HOW TO ORDER SAFETY FOOTWEAR

- Online: Visit your custom portal
<https://www.shoesforcrews.com/thewinekitchen>
- Your discount is pre-populated along with order history
- Call: Customer Service at 1.800.523.4448 and provide Account # 78640
 - Note: Your account number is required to receive your discount