



BENEFIT PACKAGE

I. WHAT YOU CAN EXPECT FROM SPANGLES

1. Our number one priority will always be the Guest
2. To provide the best working conditions possible
3. To provide a fun 50's diner atmosphere for our Guest
4. Great customer service is our goal
5. To serve the highest quality of food, fast and as fresh as possible
6. We are open to new ideas, products, procedures and promotions
7. Feedback is appreciated
8. Open door policy – Really
9. Zero tolerance for complaints. The customer is Always right.

II. BENEFITS

1. Insurance

- A. Spangles offers health insurance (subject to ACA)

2. Vacations/Sick Time

- A. One week after 1 year
- B. Two weeks after 3 years
- C. 3 weeks after 7 years
- D. 4 weeks after 20 years
- E. 48 hours sick time
- F. Paid holiday for General Managers on Christmas

3. Quarterly Incentive Pay

- A. General Managers can earn an extra \$2,500/qtr (\$10,000/yr) in incentive
- B. Assistant Managers can earn an extra \$900.00/qtr (\$3,900/yr) in incentive
- C. Management Incentive Program designed to promote Teamwork to meet company goals and expectations.
- D. All stores are required to make at least a 25% bonus

4. Training Program

- A. Training program for crew to advance to management
- B. 4 week training program for new management
- C. Weekly meeting with general managers
- D. Close supervision by management during training
- E. Tuesday training meetings for assistants
- F. Required weekly general manager meetings with area supervisors
- G. Required weekly store meeting with assistant managers at store level
- H. Quarterly Corporate company training and recognition meetings for all management

5. Hours

- A. Flexible hours
- B. Flexible shifts
- C. 5 day work week for Assistant Managers
- D. 48 hour work week plus
- E. Work around most school schedules

6. Promotions and Advancement

- A. Evaluated on a quarterly basis
- B. Raises based on evaluations and performance
- C. Promotions based on performance
- D. Advancement based on performance not seniority

7. Growth Opportunity

- A. Locally owned and operated
- B. Opening more locations in this areas as well as outside of the Wichita area
- C. General Managers, Assistant Managers as well as Area Supervisor opportunities
- D. Advancement from within the company