



OFFER OF EMPLOYMENT

Date: _____ Stein5 LLC BlueRidge5 LLC

Dear: _____ Email: _____

It is our pleasure to extend the following offer of employment to you on behalf of _____, LLC dba Five Guys Burgers and Fries in _____.

This offer is contingent upon the successful completion of reference checks and/or a criminal background check to ensure employment eligibility.

You are being offered the position of _____ and your first day of employment will be _____ at _____ AM/PM. You will receive your compensation bi-weekly, on Fridays and electronically. Your starting rate of pay will be _____ per hour. You will be eligible to receive free employee shift meals, tips, and secret shopper bonuses. Please see the handbook and orientation materials for additional details.

Orientation Day:

Please arrive in proper required uniform so we can approve your pants and slip-resistant restaurant shoes. Below is a list that you need to bring with you for the orientation.

- Proper Identification. Examples of documents include a government photo ID (i.e., driver’s license, state issued Identification card, etc.), social security card, birth certificate or a valid US passport). Ask your manager if you are not sure.
- Wear jeans with no holes and a belt (if necessary)
- Wear the proper slip resistant shoes. They must say “Slip Resistant”. (Walmart about \$20)
- No jewelry except for a plain wedding band can be worn. Earrings are allowed if studs or posts.

We will be covering to following on Orientation Day:

- Review the Employee Handbook
- You will receive two shirts and one hat (at no charge)/additional items \$5 each
- Complete all new-hire paperwork
- Store tour
- Training Schedule – confirm
- Review availability
- Ideal schedule
- We will set clear expectations of what we expect from you and what you should expect from us.

WE ARE EXCITED THAT YOU HAVE JOINED OUR TEAM. YOU ARE IN A GREAT PLACE AND WE ARE LOOKING FORWARD TO SEEING YOU ON ORIENTATION DAY!!! Below is your schedule for the first two weeks. You should report to the manager on duty and arrive at the restaurant 10 to 15 minutes before your scheduled shift. Be sure to wear your uniform, including restaurant-safe non-skid shoes.

WK-1	MON	TUES	WED	THUR	FRI	SAT	SUN
Date							
Time							
WK-2	MON	TUES	WED	THUR	FRI	SAT	SUN
Date							
Time							

General Manager’s Name:

Store Address and Phone Number:



PERKS, BENEFITS & RESOURCES

Life's Food LLC, A **FIVE GUYS** Franchisee

Health & Personal Care



Medical Benefits: Company subsidized full suite of medical, dental, vision benefits and more for employees working an average of 30 hours per week or greater.



FREE Virtual Medical Care: FREE to ALL employees and their dependents. 1.800MD is a network of board certified, licensed internal medicine and emergency room physicians who can diagnose illnesses, recommend treatment and prescribe medications over the phone or through secure video and email.



In-Store Chaplains: Every store has a Chaplain to support and encourage you in your life's journey. They are available 24/7 to help you and your immediate family anywhere in the country. Download the MyChap app and enter your store's pin number to access resources.



Caring Teams: There to provide help when you need it and praise when you deserve it. Offering financial, physical, and spiritual support; every store has a Caring Team member to reach out to. You can also email to Care@lifesfood.net with confidential requests and questions.



Paid Time Off: All full-time employees have paid vacation days! Full time black shirts receive 2 weeks off per year with an additional week at 6+ years with the company. Full time crew members receive 1 week.

Bonuses & Savings Plans



401k Retirement Plan: The company provides a 100% match for the first 3% employee election and an additional 1% for the next 2% election. In other words, you can have a 4% employer match if you choose to withhold 5% of your pay! You are eligible to enroll in the 401k program after 1 year of employment and 20 hours or more per week. When it's your time enroll, you will be alerted via email by the Life's Food Human Resource team.



Tips: Employees receive both credit card AND cash tips. On average, tips add \$1.5 - 4 per hour to your base pay!



Secret Shopper Bonus: When customers have a great experience, the crew gets bonuses from \$200 - \$370 to split among those on the shift. That's an average of \$40-\$50 per crew member on winning shops!



Friends & Family Referrals: Earn up to \$300 per friend or family member that joins our team. Both you and your referral will earn \$100 for every 30 days your referral works at Five Guys up to \$300! Want to refer more than one person? Go for it. There is no limit on the number of referral bonuses you can earn!

Career Development & Promotions



9 out of 10 of our General Managers started as crew members. You can go from Crew Member > Crew Trainer > Shift Leader > Senior Shift Leader > Assistant Manager > General Manager > District Manager working with us! There is a career here if you want it.

Leadership Development Program: Rigorous soft skills, behavioral and leadership training for General Managers and their teams to become a top tier leader.

Text Messages & Communications



Save our phone number: 844-681-9252 and label as "Five Guys Message." We send announcements, updates, inclement weather warnings and more through text. Visit lifesfood.net to stay up to date on company information and updates.