



Company Vision:

Purpose: Enriching the Lives of Our Employees & Customers

Our Niche: Simply serving the Best

We're not complicated. We're the best at a few things, not everything to everybody. We serve those around us.

Values:

A Servant's Heart

- Passion to help others both coworkers and customers
- Humble, not arrogant "Jerk Free"
- No position power

Approachable and Transparent at all Levels

- No questions or concerns off limits to anyone
- No hidden agendas – say what's on your mind
- Take responsibility for your mistakes and celebrate the wins with your team
- Seek to understand not judge, always with good intent.

Passion for ALWAYS Doing the Right Thing

- Follow a positive moral compass and live by the golden rule
- Don't let rules get in the way of making the right decision. Act and ask for forgiveness later
- How you achieve your results is more important than the results themselves

Working Hard and Enjoying the Journey

- Leave the restaurant like new every day
- Do what's asked and one thing more
- Embrace a fast pace of play – remember we're a "quick" service restaurant
- Don't take yourself too seriously. Smile! It's life's journey, not the destination, that's important

Your Important Passwords and Login Information:

iSolved (your pay info) _____

Teamworks (your schedule) _____

Five Guys University (your training videos): _____

Clock-in Number: _____

General Manager Name and Cell Phone: _____

MyChap App Pin Number: _____

Your Caring Team Member is: _____



BENEFITS & RESOURCES

Life's Food LLC, A Franchise Partner of **FIVE GUYS**

Health & Personal Care



Medical Benefits: Company subsidized medical benefits for employees working an average of 30 hours per week or greater.



FREE Virtual Medical Care: FREE to ALL employees AND their dependents who are with us for at least 90 days.

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.

(prescriptions and medication not included)



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.

Bonuses & Savings Plans



401k Retirement Plan: The company provides a 100% match for the first 3% employee election and an additional 1% match 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 qualify if you are with us for one year and work an average of 20 hours or more per week.



Tips: Employees receive both credit card AND cash tips. On average, tips add about \$1.00/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! **Our teams won more than \$225,000 in 2019!!**



Friends & Family Referrals: Refer friends and family to Five Guys and you each earn a \$100 bonus! Your referral must work at least 100 days, complete all training and be in good standing. The limit does not exist on the number of referrals you can make. Some employees have made over \$500!

Career Development & Promotions



9 out of 10 of our General Managers started as crew members. There's a career with us if you'd like to pursue it. We have a leadership position available for you if you want it.

Text Messages



Save our phone number: 844-681-9252 and label as "Five Guys Message." We send announcements, updates, inclement weather warnings and more through text.