



GREAT AMERICAN RESTAURANTS

Welcome to Great American Restaurants

Here's a peek at your bright and exciting future with us.

Benefits

Insurance

GAR offers four types of insurance plans: health, dental, vision and life. Our health insurance provider is CareFirst. Insurance is available within 30 days from date of hire. Rates decrease based on longevity of working relationship with GAR.

401K Plan

All managers are eligible to participate in the 401K program on January 1 or July 1 following their one-year anniversary.

- Participants can contribute up to the maximum current amount allowed under IRS regulations into their accounts through payroll deductions but no more than the yearly maximum allowed by IRS.
- Great American Restaurants will match 50% of your contribution, but no more than 4% of your gross pay.
- You become fully vested after five years as a full time employee of GAR.
- Alerus Retirement Solutions administers our 401K. Participants make their own investment decisions in offered funds.

House Cards

Managers are given a dining card to be used at any of our restaurants each month. Giving each other feedback on our dining experiences is part of our commitment to each other's bright and exciting futures.

Paid Time Off (PTO)

Managers, brewers, and full time support center staff accrue one week of PTO every four months or three weeks of PTO each year for their first five years as a manager with GAR. Managers accrue one week of PTO every three months or four weeks of PTO each year after five years as a manager with Great American Restaurants. Restaurant managers may "sell back" one week of PTO, a year to be paid out in lieu of taking PTO.



BEST BUNS Carlyle



JACKSON'S
Waffles, Donuts, Family Friendly



OZZIE'S
GOOD EATS

PATSY'S
AMERICAN

Randy's
PRIME SEAFOOD & STEAKS

SILVERADO

SWEET WATER
TAVERN

Bonus Opportunities

We foster a culture where successes are celebrated in a myriad of ways, achievable bonus potential being just one of them. Here are a couple ways one will have the opportunity for bonus potential as a leader with GAR:

- **Talent Recruitment Bonus:** Awarded to the manager, brewer, baker, or support center GARStar who is most responsible for recruiting an external front of house or kitchen manager to GAR.
- **Individual Performance-Based Bonus:** Each manager and support center team member will receive a bonus for earning an **outstanding** quarterly rating.
- **Soaring Stars Award:** Soaring Star Awards will be given to ten restaurant managers (including financial managers) and one support center team member. This award will recognize remarkable individual growth, including operating results, growing our people, hitting our numbers, and **best in biz** initiatives. The Soaring Stars travel to a different food city each year for four days of industry education, winery, brewery & distillery tours, and outstanding meals.

Gym Reimbursement

Your health is important to us. GAR will reimburse managers and support center employees for gym memberships up to \$25 per month.

Continuing Education

Great American Restaurants will reimburse managers and support center staff for a portion of their tuition for college and graduate courses related to their current position while they are employed with GAR.

Work Hard, Play Hard

Our key ingredient is FUN, which is something we promote both inside and outside the restaurant. GAR offers additional perks such as tickets to local sporting events, concerts, theatre productions, and more!

