

CAPPY'S, LA FONDA ON MAIN & MAMA'S CAFE EMPLOYEE BENEFITS

We pride ourselves on providing a great place to work!

Following is a list of benefits available to Cappy's, Cappyccino's, La Fonda on Main and Mama's Cafe employees.

Food Discounts

All employees: 50% discount on days that you work and 25% discount for you and one guest on your day off.
Managers: 100% discount on days that you work and 50% discount for you and one guest on your day off.
These discounts apply to food only; there is no discount on alcohol or to-go food. Remember you must be clocked out to eat.

*Paid Vacation

One week paid vacation after one full year of continuous employment.
Two weeks paid vacation after two full years of continuous employment.
Vacation will be paid based on your average weekly earnings over the last year.

Holidays

Cappy's, Cappyccino's, La Fonda on Main and Mama's Cafe are closed Thanksgiving Day and Christmas Day every year. Holidays can change at the owner's discretion at any time.

*Life Insurance

At no cost to you, all employees are eligible for a \$25,000 life insurance policy.
You will be eligible after 60 days of employment.

*Health Insurance

We offer two health insurance plan options and contribute a large percentage towards each plan.
Your General Manager will review these options with you when you meet the eligibility requirements.
You will be eligible after 60 days of employment.
It is required by law for you to achieve and maintain 30 hours or more per week to remain on health insurance.

*Anniversary Bonus

To celebrate your anniversary we offer an annual anniversary bonus starting at \$100 and increasing by that same amount for each additional year worked. The Anniversary Bonus will increase to \$1,000 after 10 years of continuous employment.

Add-A-Friend Bonus

We believe that good people know good people. You can earn a bonus for referring your friends. Just make sure anyone who applies includes your name on their application. Ask your manager for details.

* Referring a friend to work with us can earn you up to \$500

* If you refer a manager candidate you can earn up to \$3,000

You must maintain 20 hours or more per week to be eligible for the Add-A-Friend bonus.

Uniform Reimbursement

We will reimburse you for 20% of the cost of slip resistant shoes or a chef's knife to be used at work. You may have the purchase of the shoes deducted from your paycheck.

Flu Shot Reimbursement

We encourage flu vaccinations and will reimburse you for 50% of the cost of your flu shot up to \$20.

*Academic Award Bonus

You may qualify for the Academic Award Bonus after you have been employed continuously for 6 months and average at least 30 hours per week. For every report card you turn in at the end of the completed semester, you will receive \$50.00 for every "A" earned and \$25.00 for every "B" earned.

Gold's Gym

We have entered into a contract with Gold's Gym for discounted gym membership. The monthly fee for this discounted gym membership can be deducted from your paycheck.

** You must maintain 30 hours or more per week to be eligible for paid vacation, life insurance, health insurance, anniversary bonus and academic award bonus.*