

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.

2020 Amendment: Employees and managers: 50% discount on days that you work. No discount on days off.

*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.

2020 Amendment: Vacations can be requested if due, will be prorated for the time we were closed.

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.

Employees hired at full-time status will be eligible after 60 days of employment. Employees hired as part-time or variable status (applies to most front of house employees) will be eligible after 120 days of employment if fulfilling the full-time hourly requirement.

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.

2020 Amendment: The Anniversary bonus is temporarily capped at \$500.

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

Per year we will reimburse you for 20% of the cost of one pair of slip resistant shoes and one chef's knife to be used at work. You may have the purchase of the uniform 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.

2020 Amendment: The Academic Award Bonus is temporarily unavailable.

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.

2020 Amendment: The Gold's Gym program is temporarily unavailable.

**** 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.***