

THIRD GENERATION MANAGEMENT		<input type="checkbox"/> NEW HIRE
Crew Pay Scale Agreement Form		<input type="checkbox"/> ANNUAL REVIEW
		<input type="checkbox"/> PAY ADJUSTMENT
		<input type="checkbox"/> OTHER
EMPLOYEE NAME: _____		STORE # _____

HIRE DATE: _____

POSITION

Only 1 Tier per Emp.	Description	Circle all that apply.	Total Effective Rate	PTA	401k	Employee Initials
Base Pay						
1	Students, Minors & Limited Availability	\$7.75				
2	General Crew- Base	\$9.00				
3	**Core Overnight Bonus	\$2.00		Limit- 5 @ 24/7, 3 @ 24/2		
TENURE BONUS						
	At 90 days	\$2.00				
	At 1 year Anniversary	\$1.00		24 hrs	Eligible	
	at 3 yr anniversary			40 hrs		
PERFORMANCE/ INCENTIVE BONUS						
	Crew Trainer	\$1.00				
	Yearly Performance Review					
AVAILABILITY/EXPERIENCE BONUS						
	7 day availability	\$0.50				
	** Availability (PLEASE SPECIFY)	\$0.50		EARLY	LATE	OVERNIGHTS
OTHER :		EXPLANATION				
	Effective Hourly Rate	\$				
<i>** Denotes that there are limited number of pre-approved spots for this classification</i>						

Pay Rate

1	*Students, Minors (under 18 yrs) & Employees With Limited availability = less than 6 full days of the week
2	*General Crew= Any crew member with qualifying availability (6 days or more) and is 18 years or over. Non Critical employee.
3	*Core Overnight= Dedicated Overnight 10pm-7am schedule 4 days a week. Requires 95% attendance rating. May be scheduled at any restaurant in same city as primary location. *Must be 18yrs. Or older. *training bonus included as part of \$2 bonus *Full day= available for min 2 peaks per scheduled shift Early Availability= Start Time 4am--7am / Late Availability= 9 pm-close/ For 24hr locations-Overnights *Crew trainer= Can train in BOTH service and production

By signing this agreement, you are acknowledging that you have read, understand, and will accept the wage scale listed above. I also acknowledge and understand that if my availability changes this may result in the loss of some or all additional bonuses listed above.

Employee Signature: _____	Hiring Manager:
Date _____	Date _____

Area Manager _____	
Date _____	Payroll/Human Resources

***This sheet is required prior to sending new employees orientation to receive agreed upon pay rate. Failure to provide this sheet will result in employee receiving \$7.75 per hour until required paperwork turned in to payroll department**