Fresh Opportunities

Garden Fresh
Restaurant Corp.

Our Company Purpose

Fresh wholesome food.
Unexpected service.
Enhanced lives.

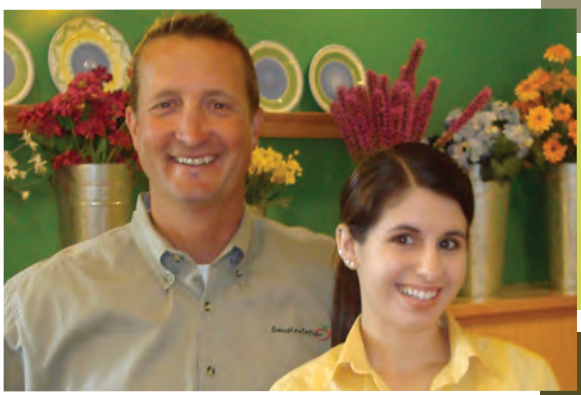
Lots to feel good about.®

You're about to make a major career decision.

How do you know you're making the right choice?

Thanks for showing an interest in Souplantation and Sweet Tomatoes Restaurants. As one of the original salad buffet restaurants, freshness has been a way of life for us since 1978.

We're committed to making our restaurants as great a place to work as they are to eat. That's why we give everyone who works for us every opportunity to contribute to the growth of our company and their own careers.



A great restaurant. A great choice.

We are confident that when you get to know us you will understand what a great choice we are for a career in the restaurant industry.

We're not just offering a job; we're offering an opportunity. A chance to learn the restaurant trade inside and out. And more importantly, a chance to run a successful business and put your talents to work.

Our dedication to quality makes it easy for you and your team to take pride in your work. From making our own soups and muffins from scratch, to our commitment to using only the freshest ingredients in our salads.

As a part of our management team, you'll have about 45 employees, 10 to 20 each shift, to help you keep your restaurant running smoothly.

Working with a company committed to excellence gives a determined manager unlimited career possibilities. And since we own all of our restaurants, you can be assured of consistency in day-to-day operations and management.

We hope you will consider all of these factors when the time comes for you to make a career choice. Although the work here isn't easy, the experience is very rewarding.

One of the greatest benefits of the job is your time away from it.

The restaurant industry is notorious for its long hours and poor quality of life for managers. We wanted to do things a little differently and break the status quo by really thinking out of the box. If something could be changed or eliminated, and either not impact the guest's experience or in many cases improve the guest's experience, it was done. What we ended up with was an even higher level of service to the guest, a more efficient operation and an opportunity for a 40-hour work week for our managers. (After your initial 6-week training, which is a 50-hour work week.)

The 40-hour work week is the company standard. This standard is held in place by each of our individual efforts towards achieving sales, profitability and guest satisfaction goals. It is not an idle entitlement program. It is up to the management team to hire the right staff and provide them with the proper training and development. It is a lot of hard work and effort to maintain forty hours, but managers agree it is well worth the effort.

You will work harder than ever before but enjoy the benefit of working shorter hours in the process. One of the challenges is that you must, in less time, find real solutions to all problems, not just put a band aid on it. Extra time on the job may or may not be the solution, and before it's chosen, managers are asked to define and isolate the problem they are solving and then choose the most effective tool to resolve it. Sometimes it is working longer hours for a temporary period (we call this sprinting) or it may be necessary to do something entirely different to get the desired result. Bottom line is that Best Job Managers think before they act so that they can create systemic fixes that achieve great results.

Our managers work hard AND smart while they are on the job– nothing is taken for granted and there is no time to waste. The reward for this increased productivity on the job is the opportunity to enjoy a 40-hour work week, unheard of in the industry.

Practical training to build your career.

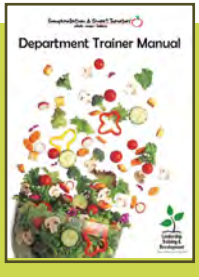
Garden Fresh's company purpose can only be achieved by producing a management team that is dedicated to upholding that purpose, and living our company values. One way we develop these managers is through our MIT Program. This program begins with an introduction to our restaurants, and ends with the individual being completely versed in the operations and procedures involved in running a restaurant.

Crew Positions Crew Manuals

- QSC Standards
- Service Steps
- Food Safety and Especially Clean

Service Manager SM Manuals

- Module 5: Employee Administration and Cost Control
- Module 6: Employee Relations, Development and Marketing



Crew Trainer Dept. Trainer Manual

- Certified in 3-Crew Positions and 3-Step Training
- QSC Specifications and Food Safety
- Communication & Coaching and Developing Others
- Harassment Prevention and Safety in the Workplace

Production Mgr. PM Manual

- Module 7: Food Safety, Daily Production and Orders
- Module 8: Inventory, P&L and Facilities Maintenance

Crew Leader MIT Manual

- Module 1: Orientation and Business Fundamentals
- Module 2: QSC Immersion and Cash Handling
- Module 3: Daily Production and Food Safety
- Module 4: Shift Management, Guest Satisfaction and Guest Flow

General Manager GM Manuals

- Module 9: Forecasting, Scheduling, Budget and P&L
- Module 10: Advanced Employee Relations, Development and Marketing

After completing the MIT Program, individuals are given the opportunity to continue their development through numerous outside and company-sponsored training programs through Garden Fresh University (GFU). It's training we're proud to say teaches much more than just restaurant management. It gives you everything you need to succeed.

Development beyond the basics.

We understand that your learning doesn't stop with your training, so our managers get the added benefit of continuous development. During training, you will have weekly one-on-one time with your General Manager for mentoring, problem solving and planning. You'll chart your progress and goals using measurable criteria such as store generated Profit and Loss statements, QSC (quality, service, cleanliness) reports and personal development planners.

Through this supportive relationship with your supervisor, you'll have continuing opportunities to learn and grow.

And while one of the latest trends has been for companies to tout themselves as "learning organizations," this is hardly a trend for us. We've been doing things this way since 1978!

Lots to feel good about...benefits.

We are committed to providing benefit plans that enhance the health of our employees and meet company financial targets. Our intended results are to assist our employees in embracing consumerism providing a quality health benefits program that is competitive and creates an environment of shared responsibilities.

The Basics:
Medical Plan with Health Savings Account
Dental Plan Coverage
Vision Service Plan
Chiropractic/Acupuncture Plan
Short-term Disability
Long-term Disability
Basic Life Insurance
AD & D
Employee Assistance Plan
Identity Theft Coverage
Business Travel Accident Insurance
Competitive Salary

The Extras:
Monthly Bonus Plan
401(k) Plan
Flex Spending Account
Voluntary Life Insurance
Discount Meals and Movie Passes

Vacation:
1-5 years of service earns 2 weeks vacation per year
5-10 years of service earns 3 weeks vacation per year
10+ years of service earns 4 weeks vacation per year
15+ years of service earns 5 weeks vacation per year
30+ years of service earns 6 weeks vacation per year

We're listening.

We believe that in order to serve our guests, we have to know what they want. So we take every opportunity we can to listen to what they have to say. This effort includes everything from informal conversations with diners to focus groups and computer-tabulated surveys.

We are a company that believes in the value of the opinions of our guests. We use this feedback as a platform for many of our corporate decisions and strategic planning.

We take the same attitude toward management. Input from you and everyone else who works on the "front line" is vitally important to us. Our corporate office regularly solicits feedback from our restaurant managers asking how we can serve the restaurants better, as we believe they are our internal guests. As you can see, the service chain goes full circle.

The choice is yours.

Making a career choice is a big decision. We hope that this brochure has given you some idea of what kind of company we are.

We offer more than a chance to learn the restaurant business. We offer the opportunity to work with a very dedicated group of talented people. People with integrity, who respect each other. People who genuinely enjoy and believe in what they do.

Of course, it's hard to communicate those kind of qualities on paper. So we invite you to visit our restaurants, meet our people, talk to our guests, and decide for yourself if you would like to explore this exciting opportunity.

Human Resources/Recruiting
Garden Fresh Restaurant Corp.
15822 Bernardo Center Drive, Suite A
San Diego, CA 92127
To apply, visit us online at www.gardenfreshcorp.com

Our Company Values

Accountability for results
Success through relentless improvement
Passion to serve
Integrity in all actions
Respect for each individual
Embrace change

Lots to feel good about.®

Souplantation & Sweet Tomatoes®

salads • soups • bakery

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