

HOSPITALITÉ
GROUP

Forward-Looking Statements

This presentation contains statements relating to the Company's future business and financial performance and future events or developments that constitute "forward-looking statements" within the meaning of the safe harbor provisions of the United States Private Securities Litigation Reform Act of 1995. Statements that include the words "expect," "intend," "plan," "believe," "project," "forecast," "estimate," "may," "should," "anticipate," "target," and similar words identify forward-looking statements.

A variety of factors, many of which are beyond the Company's control, affect the Company's operations, performance, business strategies and results, and the Company's actual results may differ materially from those indicated in these statements.

These factors include, but are not limited to, the impact of COVID-19 and government responses on our business, continued compliance with governmental regulation, the ability to manage growth, requirements or changes affecting the Company's business, general economic and business conditions and the Company's ability to open new restaurants and food and beverage locations in existing and new markets.

Hospitalité Group exists to create healthy environments...

community-focused
holistically-oriented
trauma-informed
self-sustaining

...where people create, share, and inspire joy through service.

THE DAYTON ARCADE: A HISTORIC REDEVELOPMENT

WAKING THE GIANT

The Dayton Arcade, the beating heart of a once vibrant downtown, was shuttered for 30 years. Many attempts were made to renovate the property. All failed. Now, an innovative and daring effort has taken place, led by Baltimore-based Cross Street Partners. Leading urban redevelopment expert Bruce Katz, has called the Dayton Arcade:

“The most transformative project in America.”

WHAT THE ARCADE IS NOW

THE ARCADE VISION CREATING PLACE



INNOVATION INCUBATOR

The Arcade is a collaborative center of big thinkers, dreamers, and doers. Anchored by The Hub Powered by PNC, we are an incubator for unique ideas and opportunities to put Dayton at the forefront of tomorrow's big innovations.




ARTS & CULTURE CENTER

From our Arts Lofts residential apartments for creatives, to our partnerships with Culture Works and The Contemporary, The Arcade is dedicated to nurturing Dayton's bright creative future.



A COMMUNITY WITHIN A CITY

The Arcade is a primary catalyst for transforming the neighborhood surrounding the Arcade. A component of “The Nine”, a nine-block redevelopment strategy led by the City, The Arcade is a driver of this change, while the Levitt Pavilion is its center.



THE ARCADE

[DISCOVER THE ARCADE](#)
[PLAN YOUR VISIT](#)
[ABOUT THE ARCADE](#)
[EVENTS](#)
[RESIDENTIAL](#)
[LEASING](#)

THE HISTORY OF THE ARCADE

The Arcade is a collection of five buildings located in Dayton, Ohio. The Historic Arcade is a historical, architecturally elegant complex located in the heart of Dayton's central business district. Built between 1902 and 1904, it consists of five interconnecting buildings topped by a glass-domed rotunda, 70 feet high and 90 feet in diameter, below which two balconied upper floors circle the central enclave. The Arcade had the latest innovations, including elevators, a power plant and a cold storage plant. Check out the timeline to see the Arcade's transformation.

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1902
1904
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2021
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1902

CONSTRUCTION BEGINS

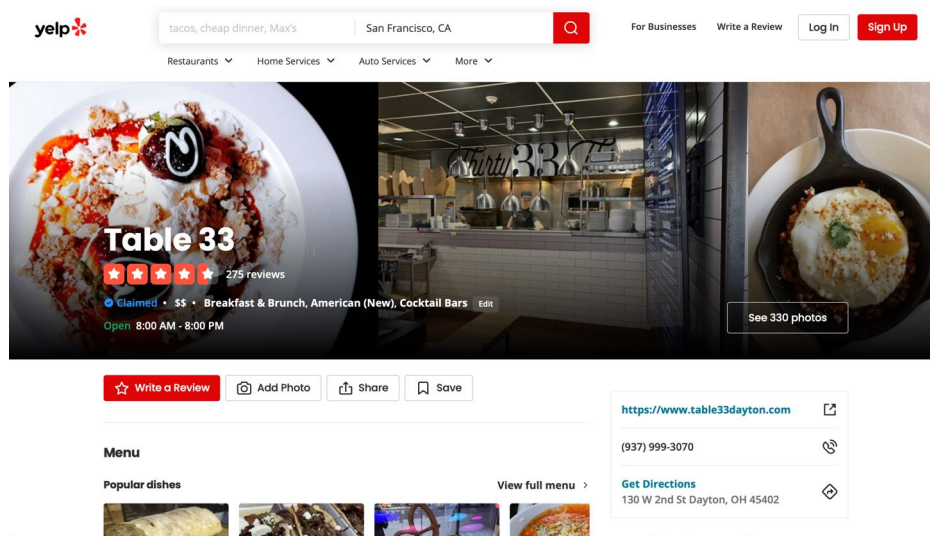
Construction of the Dayton Arcade began in 1902 and was completed in 1904. When completed, the original Arcade Complex consisted of four building, three of them connecting with the Rotunda Building, known as the market house, in the center of the group.

The Arcade is a collection of five buildings located in Dayton, Ohio. It is a historical, architecturally elegant complex located in the heart of Dayton's central business district. Built between 1902 and 1904, it consists of five interconnecting buildings topped by a glass-domed rotunda, 70 feet high and 90 feet in diameter, below which two balconied upper floors circle the central enclave. The Arcade had the latest innovations, including elevators, a power plant and a cold storage plant.

Table 33 and The Laundromat are two Hospitality Group concepts opening in The Dayton Arcade in the Spring of 2023. Designed by the Cincinnati-based Model Group, each restaurant is being carefully built with both the restaurant staff and patrons in mind. We are thrilled to be a part of this historic revitalization project in the heart of Dayton.

TABLE 33

Table 33 is a community centered, farm-to-table restaurant serving new American cuisine in the heart of downtown Dayton since 2016. Currently on an active search for additional team members across every sector, Table is proud to be experiencing slow yet steady growth—an incredible trend to report after 2+ years of a pandemic. In fact, in the last month, Table has had its highest grossing day, week, and month. Table has progressively returned to serving the same amount of customers as we were pre-pandemic. We feel very fortunate to have not only survived the pandemic but to be in a position where we did not take on any additional debt.



In the fall of 2021, Table was approached by Cross Street Partners out of Baltimore, Maryland, with an opportunity to move the restaurant from its current location on 2nd Street over to the Dayton Arcade. Cross Street Partners is the primary operator driving the revitalization and restoration of the Arcade in downtown Dayton. This project is fully capitalized, already collaborating with the University of Dayton and a number of other community partners. Upon the opening of Phase 1 in 2021, the Arcade has more than 60 occupied residents, 40+ local businesses operating, and a Hilton Hotel and other major businesses/operations under construction.

After much conversation, Table 33 has agreed to transition its operations to the Arcade—a dream that will be realized upon opening in the fall of 2022. The agreement includes a brand new, fully operational (turnkey) space for Table 33 to step into. This includes everything, from kitchen equipment to tables, chairs, and silverware—there is nothing that will not be new.

This is significant for multiple reasons. First, most hospitality groups have to raise capital in order to build their space out and purchase everything in order to open. For a restaurant the size of Table 33, this number is normally between \$1,000,000.00 to \$1,500,000.00. This is capital that has to be raised and spent in order to open the doors. Table will not need to do this. This is money that has been given to the restaurant because of what Table is and continues to become in serving as a resource within the community.

The people of Dayton do a really good job of supporting its local restaurants. For this reason and more, we believe that, upon moving into the Arcade, Table 33 has the very realistic potential to double its current annual revenue of \$1,000,000.00.

More than just being new in look and feel, Table will be exposed to many more people at the Arcade, with the University of Dayton, local businesses, and Arcade residents already moving about the space on a daily basis. We believe that a modern, efficiently designed space with two new outdoor patios (across from Levitt Pavilion), in conjunction with the excitement that comes from the revitalization project as a whole, creates the potential to move Table to a \$2,500,000.00 to \$3,000,000.00 year in 2023.

Not enough can be said in regard to the benefits of a new space with a modern design built out by professionals who have leveraged years of knowledge when it comes to engineering a space that allows for great food to be served in a great environment in the most efficient way.

Over the last year, Table 33 has averaged around \$20,000.00 a week in sales. This is around 1,000 “covers” or entrees served each week. Recently, for the sake of comparison, Table had a \$27,000.00 week. When it comes to efficiency, Table does slightly better than industry standards, averaging 25% in food costs and 35% in labor. Table's labor percentage is higher than it could be due to carrying extra labor that was recruited and obtained in order to open The Laundromat, a second Hospitalité Group restaurant that will be located inside the Arcade.

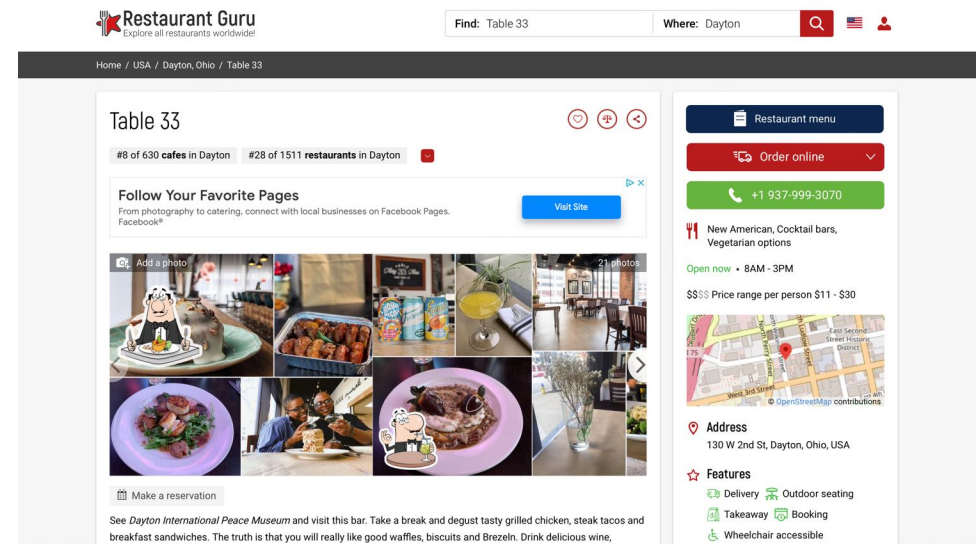
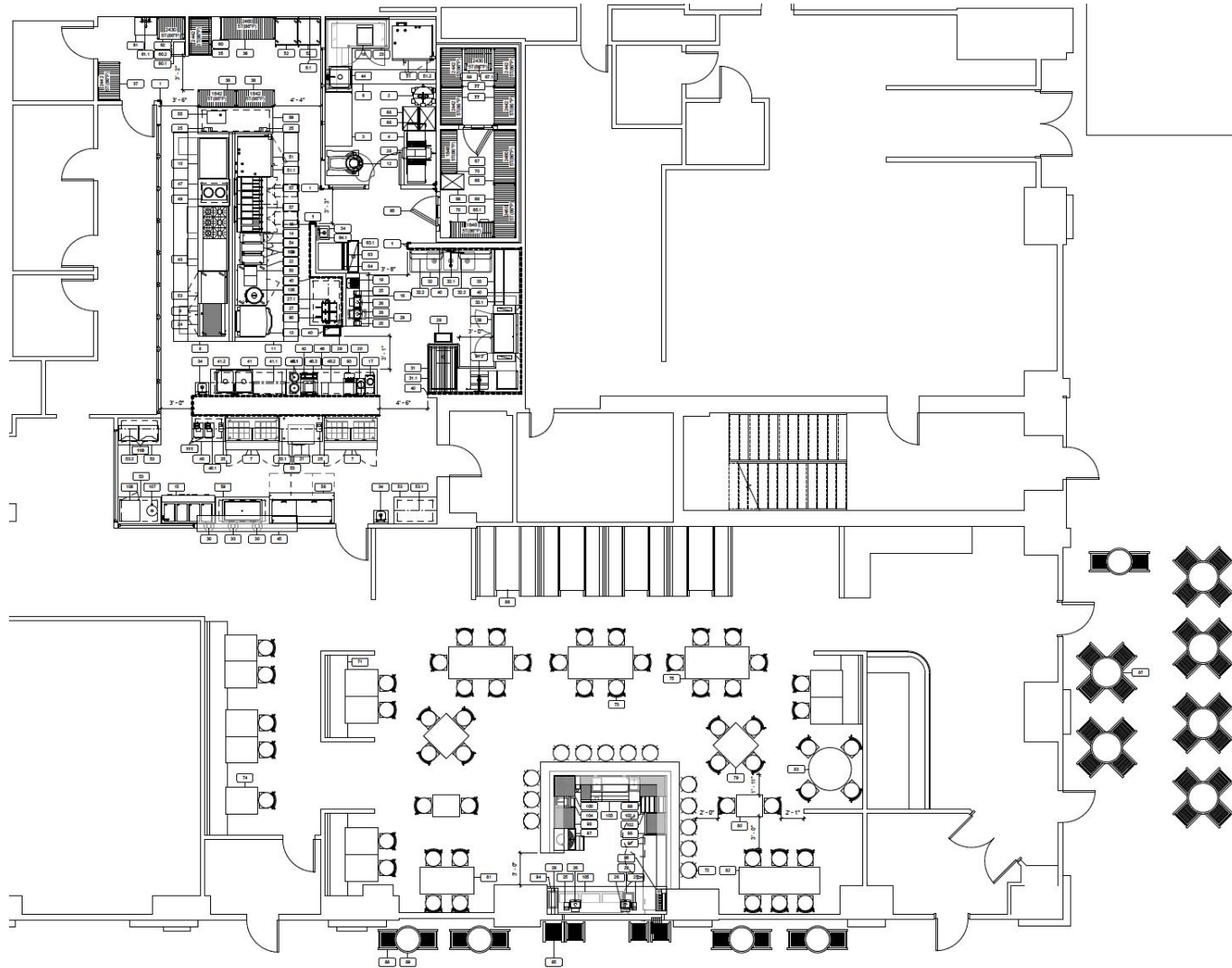


Table 33 in the Dayton Arcade



THE LAUNDROMAT

As society slowly transitions out of the epicenter of the pandemic, a return to fine dining is imminent:

"If you follow restaurant trends over the last two decades, when we've come out of a period of unrest—including 9/11 or the 2008 economic crisis, for example—there's been a return to super high-end dining and really inventive cuisine. The time is ripe for this and I think people will be willing to go out and spend more and gather together around a more formal dining experience.
— Paul C Reilly, Chef/Owner of Coperta & Apple Blossom in Denver

In 2021, Hospitalité Group set out to open an Italian speakeasy steakhouse in the 130 West Second Street Building, right next to Table 33. The two concepts were planning on sharing some of the same kitchen space and staff. When Cross Street Partners and the Arcade approached Hospitalité Group about moving Table 33 over to the Arcade, we mentioned that we had just put around \$300,000.00 into building out a new space for what was going to be named "Char."

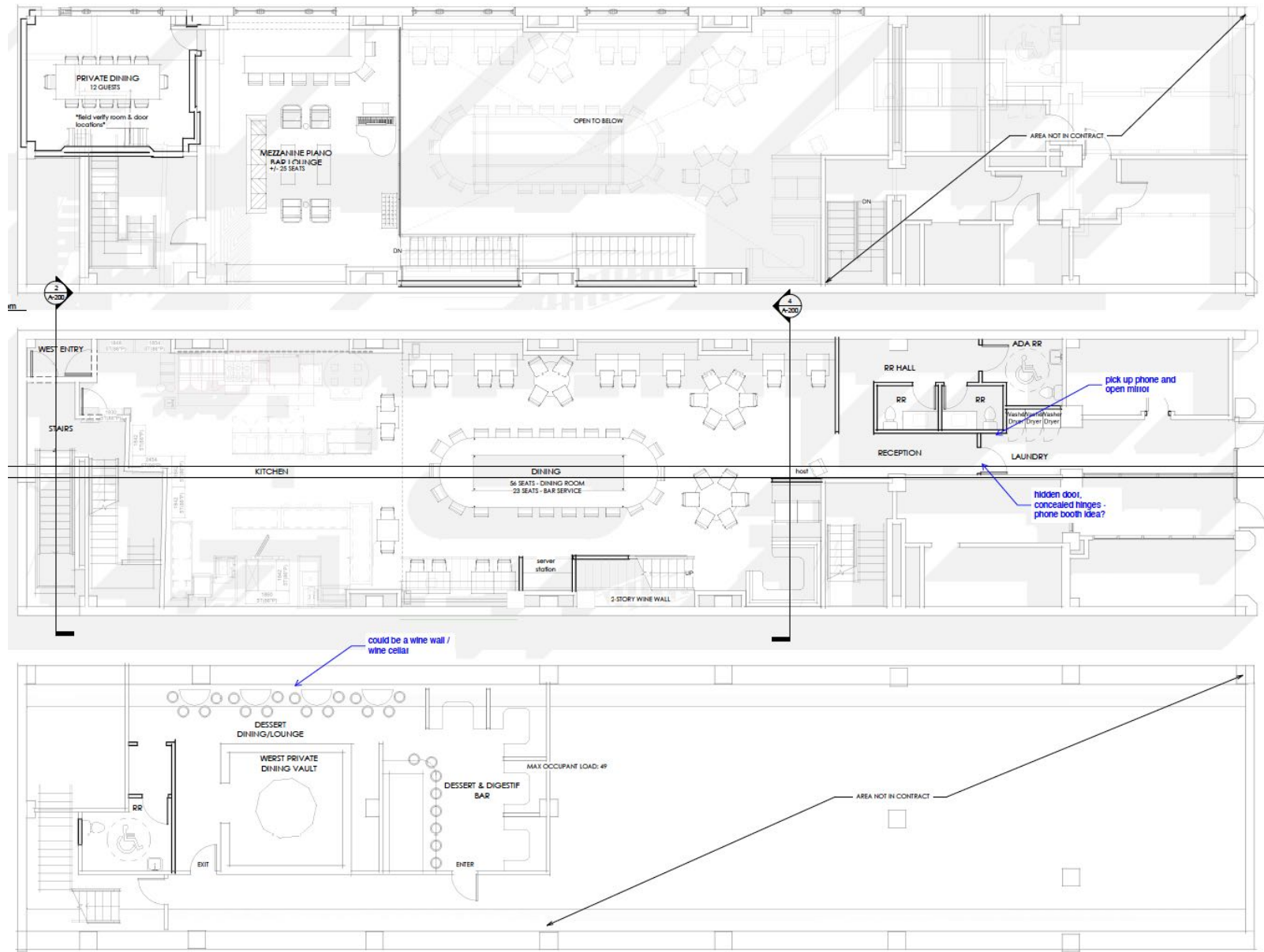
It was at this time that Cross Street Partners and the Arcade made Hospitalité Group an offer similar to that of Table 33. The agreement was for a new \$1,200,000.00 to \$1,500,000.00 turnkey buildout, which meant that Char would not open in the 130 Building but instead would open later in 2023 in the Arcade.

Since then, Hospitalité Group has been working around the clock to build the menus and team that will lead this effort. Working with Cross Street Partners, the Arcade, and Moda 4, we are designing one of the few casual fine dining restaurants that downtown Dayton has seen in recent years.

The Laundromat, as it is now called, will be a speakeasy concept where guests can enter through a secret door hidden within a working laundromat. There will also be a provision for those who want to be picked up by a company SUV and brought through the kitchen via a back alley. So far, The Laundromat includes three bars on three floors (one of which is a piano bar), as well as a glass staircase leading up to the second floor, a private dining space off the 2nd floor bar, 27 foot ceilings, an open European kitchen, and an underground desert, digestif, and liquor room—all located in a former downtown Dayton bank that is nearing its 100th birthday.

We want The Laundromat to be where Daytonian's want to celebrate and mark their most significant moments, and we are building it out to create the perfect place to do just that.

The Laundromat in the Dayton Arcade (3 floors)

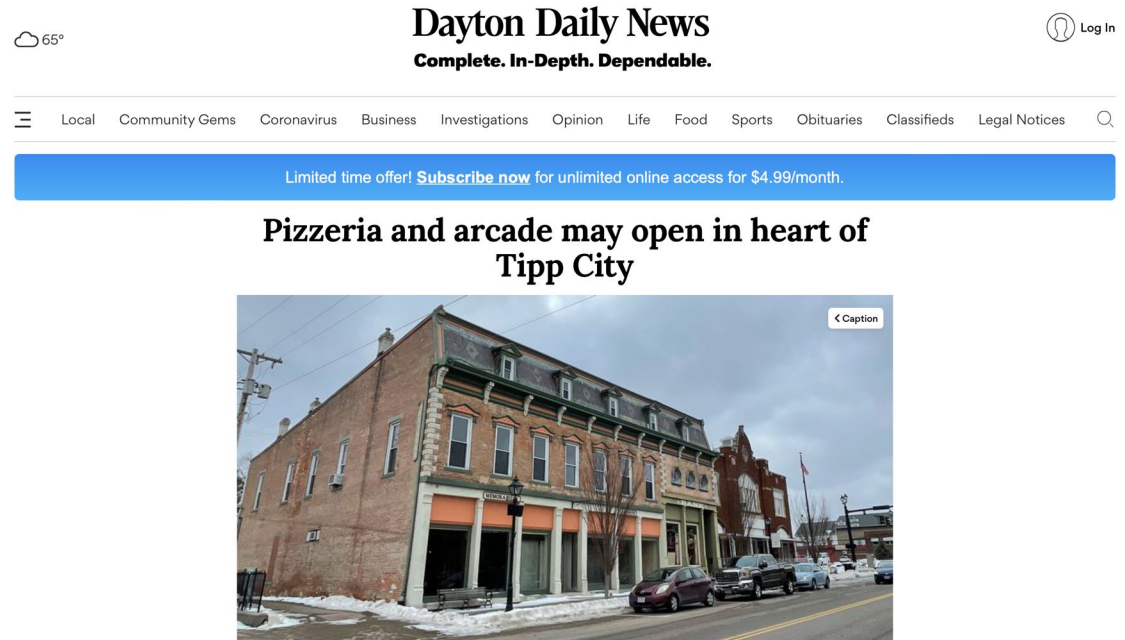


Tipp City Pizza

Opening in downtown Tipp City's Benkin Building in the fall of 2022, is a pizzeria and entertainment venue that includes televisions, arcade games, and 10 candlepin bowling lanes. TCP will serve wood-fired pizzas with artisan toppings and includes a full-service, locally inspired bar. Although The Hospitalité Group was birthed with a passion to participate in the revitalization of downtown Dayton, to love Dayton is to love the extensions of it, which includes Tipp City.

We're excited to grow roots in this neighborhood and to build relationships that will bring residents of Tipp City into Dayton, and vice versa. After all, part of bringing Dayton to life is waking the surrounding areas to what's happening in the city. We're honored to be expanding our reach by investing in the greater Dayton area. The concept will have a high-end, inviting, and clean feel to it. We will specialize in a fun-filled environment for adults, with specific times grafted into the schedule when the entire family can bowl together. The concept will be located at 14 East Main Street, where the 1920's vintage charm will help to create an ambiance of nostalgic fun.

Tipp City Pizza will be one of the the region's few food & entertainment concepts, pairing locally-driven artisan pizzas with duckpin bowling & arcade games. Partnered with Woodard Development, Hospitalité will be using all of the nearly 5,000 square feet in downtown Tipp City's 100+ year old Benkin Building. Tipp City Pizza will serve 120 people on the first floor with another 80 on the second floor. There will be bowling lanes downstairs and upstairs, as well as private lounges, classic arcade games, and private spaces reserved for birthdays and business meetings. Tipp City Pizza will have an outdoor patio and has plans for a roof-top deck that will be developed in phase two during the Spring of 2023.



Lola

Hospitalité Group is passionate about providing a place for people to gather around the table. While we never think there has to be a reason to gather, we always love a celebration. Whether it's a bridal or baby shower, graduation, anniversary, or birthday, we believe these moments should be handled with care. It's why we've created Lola—a special event venue with floor-to-ceiling windows and an open concept, it's the perfect place for gatherings such as birthdays, rehearsal dinners, and engagement parties. Lola features its own private bar, locally-sourced cuisine, and an artfully crafted environment.

Lola has multiple private dining areas that can be booked for cocktail parties, seated dinners, lunches, and wine tastings. The space also has outdoor access to two courtyards.

Groups of up to 50 guests can relax together in a well thought out space over bruschetta and artisan cheese plates, house-made pastas, and locally sourced meats and seafood in a warm and comforting ambience.

Lola is perfect for private, corporate, social, or special events. Whatever your reason for gathering, Lola will take the celebration to the next level.



The Hospitalité Group exists to create, share, and inspire joy through service. At The Hospitalité Group, we are committed to growth and acceptance, welcoming the present moment and all that it holds, while continuing to evolve into more self-aware individuals living more compassionate lives.

How do we stay in the moment while actively pursuing a brighter future?

Personal growth—together—is a priority.

We believe that each day holds opportunities for each of us to grow. We see opportunities for growth compounded in environments of two or more people. Exposure to more people, and therefore more diversity, is where personal growth takes place.

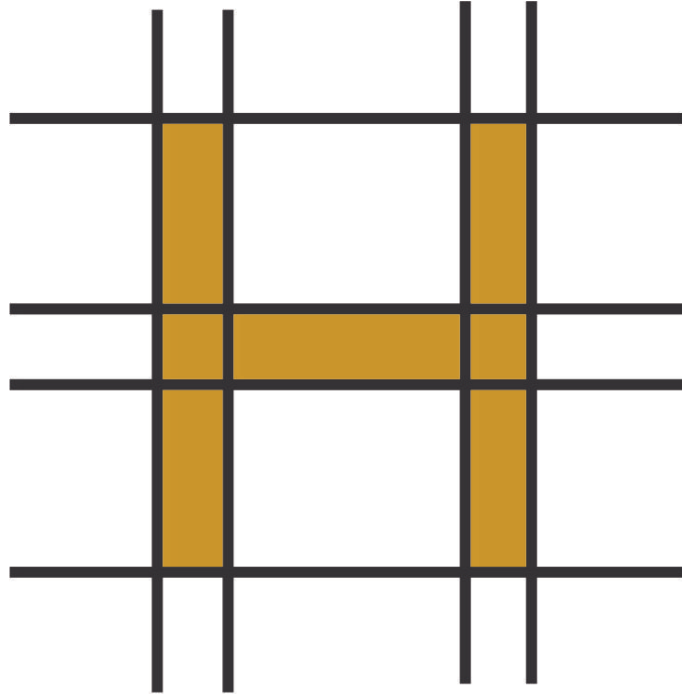
We deliver enthusiasm.

The “secret sauce” doesn’t exist anymore. Due to technological tools such as YouTube and Google, “secrets” cannot be relied upon to bring people in or sell products. If you want an incredible steak, all you have to do is look up your favorite chef online and, more than likely, he or she can be found in a video showing you how to create a great tasting meal, which is much different than the creation of a fine dining experience.

These days, hospitality has way more to do with how you’re doing what you’re doing rather than what you’re actually doing. This makes the means by which you love people (which, in our case, is hospitality) of the utmost importance.

Therefore, if you’re not absolutely 100% excited about and in love with humanity, in all its diversity and weirdness, Hospitalité Group is not the best place for you.

We seek workers who want the chance to make others feel like Kings and Queens—and they happen to get compensated for it. And, by the way, the Kings and Queens are our fellow team members. We make each other feel like royalty and our guests get the overflow, then feeling like Kings and Queens themselves.



HOSPITALITÉ
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OUR VALUES:

Hospitalité Group operates via its vision and values. We believe in servant leadership; the bigger titles are reserved for those who appreciate, model, and inspire others through how they serve versus what they say—no matter how long they've been around or how much money they make. For Hospitalité Group, greatness = service.

Our VISION is to create, share, and inspire joy through service. We pursue this by living out our values:

Frisky - “Playful and full of energy.” That's us! We take what we do seriously but not so serious that we can't have fun and enjoy ourselves. At Hospitalité Group, we appreciate the power of a smile or laugh.

Clarity - In the words of Brené Brown, “Clear is kind.” We pursue clarity in all things, both personally and professionally. Who am I? What do I want or need? What's the best way to do this? How do I improve? Where do I need to be? Was I offensive? How can I help? Can I make the “impossible” possible? These are examples of some of the small ways we pursue our desire for knowing what was, is, and can be. We don't assume, we ask! There are no bad questions.

Integrity - We love congruence and we embrace honesty. When we do fall short of our own high standards, we own it, knowing that honesty and integrity, not [the appearance of] perfection, build trust. Health is wealth and health comes from a consistent commitment to close the distance between who we are and who we want to be.

Urgency - Timing has a significant impact in our industry. Urgency communicates conscientiousness and concern. It shows that we care about our teammates and want to contribute in a way that eases the load for those we're working with and taking care of. When an entire team operates with a sense of urgency, magic happens.

Empathy - You shouldn't have to personally experience something difficult in order to imagine what it might feel like. Difficulties have a lot more to do with “when” than “if.” It's not about if we will experience hardship as much as when we will experience it. We sow good seeds by joining others and responding genuinely when they're experiencing difficulty or heartache, as if it were our own.

Curiosity - We are eternally curious. As curious people, we are slow to pass judgment knowing that judgment tends to silence curiosity. We celebrate and promote curiosity, remaining open to trying things differently if there's even the slightest chance that what's at hand can be done in a more efficient or impactful way.

Positivity - We do not see the world as it is, we see it as we are. It's true that our general outlook tends to determine how we're going to see and therefore approach both our life and work. Will hard and even sad things happen? Without a doubt! However, we applaud and promote a level of maturity that looks for the good within the bad versus people who look for the bad within the good. The differences are small but the results are not. Criticism and complaining are our kryptonite.

Capacity - We look for people who value capacity—the ones who will ask “why” and aren't afraid of “why not?!” We love to work hard, go further, and put in the extra hours—especially when no one is watching. We've noticed that the harder we work the luckier we tend to be.

Reliability - Great hospitality is holistically oriented. Meaning, it flows naturally and therefore consistently. We cannot be great at taking care of our guests if we're not committed to being great at taking care of one another. So much of what we do requires teamwork, and the team is only as good as its weakest link. We don't have to be perfect but we do need people we can count on to be where they need to be, when they need to be there, doing what they need to be doing.

Generosity - We believe it is better, more productive, and most rewarding to give rather than receive. Giving creates space for receiving. We enjoy giving our time, attention, kindness, and patience—just to name a few resources. Generosity is never wasted. It always comes back to you. It's why we get excited about opportunities to show generosity toward others.

More than behavior to be copied and pasted, these values serve as our roadmap. We hire based on these values and need to consider parting ways when these values are no longer manifested in a team member.

At Hospitalité Group, we don't work for the boss. We've all done that and know the pain and demoralization that comes with everyone trying to keep one person happy. It creates a backbiting, secret-keeping, power-grabbing culture where creativity and collaboration cannot flow and therefore flourish. However, when we all row in the same direction, serving the same vision and values, we go further, faster—and with joy.

If the vision and values listed above align with you, there is a strong possibility that Hospitalité Group will be a great place for you. We promise to do our best when it comes to learning more about you and how we can partner together to bring the best of who you are to this community.

Pre-shift Huddles:

At Hospitalité Group, we are trauma-informed, which means we're committed to understanding the events and corresponding emotions that continue to influence our team members.

We're not interested in changing people—it's not a moral endeavor against the backdrop of right and wrong. More than anything, we'd like to create and maintain a dynamic culture that sees, honors, and celebrates the whole person.

How do we do it? By starting small.

Before each shift we have a 3-5 minute pre-service huddle. This means that all team members need to be in uniform and ready for the huddle 5 minutes before their shift starts. The meeting will begin by the huddle leader asking each of the team members to provide three initial pieces of information prompted by the question, **"What are you bringing (with you) to this moment?"**

The purpose of the question is to help everyone know and remember that we each have experiences, challenges, and relationships outside of our role at work that will often come with us into the workplace via "emotional residue." We don't want to shut down any emotion or experience that is not work-related but, instead, bring awareness to those that will be working with us for the next several hours. Knowing that your co-worker is angry because someone bumped their car on the way to work is important information when it comes to how they will need to be interacted with.

Once the huddle leader asks **"What are you bringing to this moment?"** each team member will provide the following information in 20 seconds or less:

(1) Where are you, 1-10? 1 represents exhaustion and 10 represents enthusiasm. There is no right or wrong answer. It's a gauge to let the team know where each individual is.

(2) What is your primary emotion? Team members have 6 dominant emotions to choose from: **Joyful, Peaceful, Powerful, Mad, Sad, or Scared**. Again, there is no right or wrong answer. We are not our emotions unless we become them and often we become them primarily because we bury them instead of acknowledging them.

**Team members can add a one-sentence summary as to why they think they are feeling the emotion they are feeling. For example: "I am mad because I couldn't find a parking spot." Or, "I feel powerful because I was working last night and crushed it." Anything more than one short line is too much and should be addressed by the huddle leader.*

IMPORTANT

Team members can respond to what they hear by: (a) Nodding their head up and down or (b) Placing their hand on their heart. This is important. **To be trauma-informed is to acknowledge but not fix. We are not trying to "fix" anyone.** We're starting off our time of shared space and therefore energy by acknowledging what each person is bringing into the present moment. Often these emotions will morph as they are acknowledged and therefore shared by the community.

Team members should also know that this is not a space where they should feel pressure to share something they don't feel comfortable sharing. **If an added sentence feels like too much, simply sharing the emotion without divulging details is perfectly fine.**

After each person gets a chance to answer the question, the huddle leader will go through the following remaining items:

- (1) Value of the week (See above)
- (2) Specials for the day
- (3) Wins & More Attention
- (4) Needs & Knows

WEEKLY REVIEWS:

At Hospitalité Group we believe that progress is almost impossible without positive feedback. Therefore, once a week, the General Manager will do an intentional review with every employee. The nature of the meeting is always positive. The General Manager will review the three things employees can control each week: attitude, concentration, and effort. **This is done in 5 minutes or less.**

The General Manager will note what was discussed and put it in the employee's digital file. It should rarely be a surprise when Hospitalité Group and an employee part ways. We should all see it coming. This is why we do not "fire" people at Hospitalité Group. There is a better and more honorable way to part ways.

TRAINING:

As you go through your training you will receive a lot of information. Please ask questions to ensure you understand your role and responsibilities.

Your first 90 days will be a probationary time period. At 30, 60, and 90 days from your initial employment date, we will conduct a review in order to make sure our initial suspicion of a good partnership is still true. If so, great! If not, we can part ways in peace. This protects both parties.

If you receive any write-ups or violate company policies or procedures within your first 90 days, we might decide to call an impromptu meeting in order to address with timeliness the fit between you and our work environment. This reevaluation would take place for an event such as arriving late for training or a shift.

I _____ understand that the first 90 days of my employment will be a probationary period. After 30, 60, and 90 days, someone from Hospitalité Group will evaluate my work. If determined, for any reason, that I am not performing my job responsibilities adequately, I understand Hospitalité Group has the right to terminate my employment.

I also understand that my training and onboarding costs something. It costs me, the potential employee, something and it costs the business something—the time and energy of those who help me know what I need to know in order to efficiently integrate into the organization's culture and community.

Hospitalité Group incentivizes its employees to be patient while grafting into the culture by offering a \$600.00 bonus at the end of 6 months of employment. Employees will receive a \$600.00 bonus after being employed for 6 months. **Employees can take this \$600.00 as an advance, after completing their training and working 5 shifts, but will have to pay the bonus back if they leave before 6 months or get let go for violating company policy.**

SIGNATURE

DATE

By beginning your training with Hospitalité Group, you're acknowledging that you...

- Are mobile and can move with urgency
- Can stand on your feet for extended periods of time
- Thrive in a loud and high intensity environment
- Can lift a minimum of 40 pounds
- Have read and understand our policies, procedures, and job descriptions

EMPLOYEE BENEFITS:

Your pay rate will be determined and signed before you begin training.

Full time employees, or those who consistently average 30+ hrs a week, will immediately receive:

- Individual access (once a week) to BodyGarage Dayton (<https://www.bodygaragedayton.com>)
- At 6 months, (AFLAC) insurance coverage, and a full individual membership (three times a week) or family access (one time a week) to BodyGarage Dayton

Part time employees, or those who consistently average less than 30 hrs a week, will receive:

- At 6 months, individual access to BodyGarage Dayton
- At 12 months, (AFLAC) insurance coverage
- At 18 months, individual access (three times a week) or family access (one time a week) to BodyGarage

PERSONAL APPEARANCE:

Hair: Hair must be clean and styled, pulled back and away from face.

Makeup: Makeup must be conservative and in good taste.

Jewelry: Jewelry must be conservative, in good taste, and must not distract from the vibe of the uniform or the restaurant. Jewelry must not present a safety or sanitary concern or be excessive in size.

Shoes: Neutral colored shoes that don't stand out must be worn at all times; no sandals. Shoes must be clean, conservative, and in good taste and not detract from the appearance of the uniform.

Clothing: Your manager will inform you of the uniform requirements.

If you lose or destroy your uniform you may purchase a replacement.

If you are on the clock, you need to be in uniform and remain in uniform. Do not clock in before you are in uniform and ready to work, and do not take off your uniform until you are released from your shift and clock out.

Off-Shift Clothing: If you are at work before a shift, after a shift, or on a non-work day, you need to wear clothing that represents the restaurant well.

SCHEDULES & TIME MANAGEMENT:

Shift schedules will be posted in the kitchen as well as e-mailed to you weekly and posted on homebase.com. It is the team member's responsibility to be aware of any and all changes regarding their schedule. Management will make every effort to schedule team members according to their preferences.

If, for personal reasons, a change in schedule becomes necessary, it is up to the team member to find a replacement and facilitate the request through homebase.com. When a replacement is found, the manager will be notified, and the change needs to be approved. Only after this procedure will the change become effective.

Management will make every effort to keep schedules as stable as possible, so that under good operating conditions schedules should generally remain unchanged.

To request off, navigate to homebase.com. Select the date(s)/time you are requesting off and include a reason in the comment section.

Management will generally approve these requests by order of when the request was made but will also take into account the reason for the request when deciding between requests off for the same day.

Requests off can happen after the schedule is posted.

You are responsible for getting your scheduled shifts covered if you are going to take a day off or multiple days off. Once you find a substitute for your shift, a Manager must approve the change in homebase.com. If you cannot get coverage for your shift, you are required to be at work.

You are required to inform a manager of extended absences.

Absence from Work: In the event of an illness or emergency that will suddenly prevent you from being at work, please contact your immediate supervisor and notify them of your condition. You must notify the manager on duty as soon as you are aware that this condition exists. It is unacceptable to call shortly before your shift starts.

If you are too ill to work, you will probably be aware of this condition several hours ahead of time. Coming to work ill is not acceptable. Notes from a doctor are required for missed work. If you are absent from work without the appropriate notification as stated above, it will be considered a voluntary resignation.

IMPORTANT INFORMATION:

There is no smoking or vaping in the restaurant. This includes every portion of the space: the restaurant, bar, kitchen, restrooms, dish wash or prep area, and the back prep area/manager's office. There are no smoke breaks during your shift.

Late to work: All employees will be rewarded **an extra dollar an hour** for being dressed, ready to work, and clocked in, 5 minutes before their shift begins. However, being late more than twice in one month will lead to immediate termination.

Breaks: 5 minute breaks are available for each employee for every hour they work. Two breaks can be put together per two hours for a max break of 10 minutes. Phones should be checked during this time.

Cell Phone Use: Employees do not use cell phones on shift. Exceptions must be approved by the MOD.

Employee Parking: Parking is available in the underneath the building.

Food and Drink Policies: No outside food or beverages, either homemade or from other restaurants/coffee shops, should be brought into the restaurant and eaten in front of guests. If you bring food to consume before, during, or after your shift, you must have MOD approval and consume it in a spot designated by your MOD.

The restaurant provides the following free drinks to employees: Drip brew coffee, sodas, iced tea, and water. All other drinks will be discounted and paid for per the following "Employee Discounts" paragraph.

Employee Discounts: Every employee is allowed 50% off of their bill for one meal per shift (limited one meal).

All meals must be ordered immediately after a shift or prior to the shift start time, with enough time for the employee to clock in and be ready to work by scheduled time, or after the employee has clocked out with MOD approval. Do not order meals between 9am-2pm without approval from Chef.

Meals must be paid for when ordered. Every employee is allowed 25% off their bill when outside working hours. Discounts may not be applied to alcohol at any time.

"Burned" food cannot be served to employees during the shift. If an employee wants the compromised food, it must be put in a to-go box and stored for after the shift is over.

Guests of an employee are welcome and encouraged to join us and experience the restaurant when availability permits. Employees can extend a 25% discount for up to 4 guests for ON-SITE meals. In order to qualify for the extended discount, employees must be present and dining with their guests. Employee-guest discounts may **NOT** be applied to “to-go” food or alcohol at any time.

Specials: Due to limited availability of our specials, employees are required to pay full price if they would like to eat a special item (weekend specials, pop-up specials, etc). Any exceptions will require manager approval.

MORE TECHNICAL STUFF:

These policies do not create an employment contract or any term of employment. Nor do they limit the dissolution of the employment relationship, but rather are simply a set of many of our guidelines for wages, hours, benefits and working conditions for general information.

If you have a question(s) regarding the interpretation of any policy, you may obtain additional information from management. Some policies described to you are in abbreviated form. In this manner, we hope to acquaint you with our major personnel policies. However, from time to time, our present policies may be modified, deleted, or expanded as deemed appropriate by the management and thus these guidelines should not be considered an all-inclusive list. The company is an equal opportunity employer and pledges itself to the following policy for all employees as well as applicants for employment. The company will hire, place, upgrade, transfer, demote, recruit, solicit for employment, treat during employment, pay and otherwise compensate, select for training, layoff or terminate without regard to race, color, creed, religion, national origin, ancestry, age, sex, handicap or veteran status in accordance with state/federal law and government contract and regulations.

By signing this, I verify that I have read the *Hospitalité Handbook* and I understand all of the information in regards to this position and the policies that must be followed. I am fully aware that if I fail to abide by these policies, I may be subject to disciplinary action up to and including termination.

Employee Signature

Date