



**Lets keep it short:** We apply a 22% service charge to all checks, irrespective of party size, in support of our hourly team members, our front-of-the-house staff receives a base rate of seventeen dollars per hour, while our back-of-the-house team earns an average of twenty-five dollars an hour. Additionally, six to ten percent of the total sales from the service charge is distributed among the staff, with sixteen percent reserved to cover higher hourly wages. This service charge reflects our commitment to fostering fairness and stability in our industry. Additionally, we provide an option to leave extra gratuity for guests who would like to recognize the team for an outstanding experience. Any gratuities left are distributed directly to our team members who contribute to crafting your dining experience.

**For those who have the extra time to read further:** We believe the traditional restaurant compensation model is flawed and needs reform to provide stability and fair pay for team members. Our commitment is to offer a business model that ensures transparent and equitable wages and benefits for everyone in our industry.

There exists a significant pay disparity between back-of-house and front-of-house staff, a result of the broken U.S. restaurant system. This system relies on a low-overhead model with minimum-wage kitchen employees and below-minimum-wage service staff, perpetuating biases and discrimination within the tipping system.

To address this, we implement a 22% service charge on checks, utilizing the average gratuity provided by guests to enhance the hourly compensation for our entire team. Our front-of-the-house staff receives a base rate of seventeen dollars per hour, and an additional six to ten percent of the total sales from the service charge is distributed among them. By retaining the remaining portion of the service charge, we can offer a higher wage to our back-of-the-house employees, thereby addressing wage disparities. We firmly believe that fair wages and transparent communication foster a stronger, more content team, ultimately enhancing the guest experience.

For those wishing to acknowledge an exceptional experience, we provide an option to leave additional gratuity. Any gratuities left are distributed directly to our team members who contribute to crafting your dining experience.

We are committed to exploring innovative ways of operating that enhance the lives of our employees and contribute to a better community. Thank you for supporting our journey to transform hospitality with integrity and grace.

If you have any further questions, please do not hesitate to connect with us [info@teresadc.com](mailto:info@teresadc.com).