



**Lets keep it short:** We add a 22% service charge to pay a higher hourly wage to our hourly team members. The 22% allows us to create equality and stability in our industry. We aim to ensure fair, equitable wages for hourly team members. **The entire 22% goes towards hourly payroll expenses.** A service charge is not a tip therefore, we have included an optional tip line if guests wish to acknowledge the team for an exceptional experience. Any additional tips left are distributed among all hourly dining room 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. We pay our entire hourly team a higher hourly rate. We are firm believers that fair wages and transparent communication foster a more cohesive and content team, resulting in an enhanced experience for you, our valued guest.

As a service charge is not a tip, for those wishing to acknowledge an exceptional experience, we provide an option to leave additional tips. Any additional tips left are distributed among all hourly dining room 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).