



SERVING UP
BENEFITS
 TO OUR TEAM
MEMBERS
 WITH MORE
 SIZZLE THAN
 OUR FAJITAS

WHAT'S AT THE
HEART OF A
CHILIHEAD?



LOVE

THERE FOR EACH OTHER SINCE 1975



INCLUSION

A CLOSE-KNIT FAMILY OF THOUSANDS



ENJOYMENT

PROVING THAT WORK CAN ACTUALLY BE FUN



WHAT'S SWEETER
THAN A
CHOCOLATE
MOLTEN?
CHILI'S
BENEFITS!



HOURLY TEAM MEMBER PERKS

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WELCOME TO CHILI'S! HERE ARE SOME OF OUR PERKS AND BENEFITS OF BEING A CHILIHEAD!

AVAILABLE TO YOU DAY 1:

- Flexible scheduling
- Competitive base pay
- Enroll in Ala Carte Benefits Plan including Medical, Dental & Vision
- Access to healthcare by phone or online 24/7
- Employee Assistance Program (EAP) including telephonic support administered by Magellan

AVAILABLE TO YOU AFTER 90 DAYS:

- 401k with employee match
- 50% off meals at Chili's and Maggiano's*
- No-cost Education and Tuition Reimbursement through Best You Edu™

AVAILABLE TO YOU AFTER 1 YEAR**:

- After one year of service, you may be eligible for our enhanced full-time benefits for you and your family if you maintain a minimum average hours worked
- Anniversary Bonus Program: As a Thank You for your dedication and commitment, we like to reward Team Members through an Anniversary Gift Program:
 - › 1-5 years= \$250
 - › 6-9 years= \$500
 - › 10+ years= \$1,200

DISCOUNTS ON THINGS YOU LIKE:

YOU GIVE 100% TO YOUR ROLE AT CHILI'S. THAT'S WHY WE DON'T WANT TO SEE YOU PAY 100% FOR A LOT OF THE THINGS YOU BUY EVERYDAY. SOME OF OUR DISCOUNTS INCLUDE:

- Cell Phone discounts
- Childcare discount at KinderCare
- Tutoring
- **Free College!** - Educational programs through Best You Edu™**
- Student loan re-financing through SoFi**
- Plus many additional discounts available through the Perkspot website offered at no cost to you!

Brinker cares about the health and wellbeing of ALL Team Members and provides tools and resources to help Team Members be their best, while at work and at home with their family, with the Be Well Program.



**Minimum average hours worked per week necessary to participate

CHILI'S INVESTS IN YOU THROUGH CAREER GROWTH AND DEVELOPMENT

HOURLY



A ChiliHead loves to have FUN. They are team players who show pride in everything they do and making Guests feel special is the #1 priority!

Certified Shift Leader/Manager In Development



Once you have mastered two hourly positions with a strong Guest-first approach and positive influence on results, you may be ready for our CSL role. Potential CSLs exhibit introductory supervisory skills by leading and influencing others.

MANAGER



With a minimum of 6 months CSL experience and proven business results through living our Cultrual Beliefs on each shift, you would be ready to join the restaurant leadership team as a salaried Manager.



General Manager/Partner

When you have established high expectations for yourself and team and seek ways to develop others, build the business and manage the P&L, you may be ready to hold others accountable as a GM/P.