

Pay & Benefits

Competitive pay and benefits enrich the lives of our Family Members

April 16, 2020

Joining the Whataburger family means taking on new challenges - and potentially earning a six-figure salary at the Operating Partner level. Our restaurant managers have the potential to make up to \$60,000 a year and also receive health, dental and vision benefits, paid vacation, 401(k), and training to move up! Find details below and [apply now < https://whataburger.avature.net/Careers/SearchJobs/?3_74_3=%5B%22220%22%5D >](https://whataburger.avature.net/Careers/SearchJobs/?3_74_3=%5B%22220%22%5D) to be a part of the Whataburger Family!



MEDICAL

Eligible Family Members can elect coverage under one of Whataburger's medical plan options. You have the option of extending coverage to cover your spouse and other child dependents.



DENTAL

Whataburger offers multiple dental plan options to eligible Family Members.



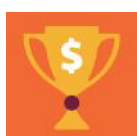
VISION

We offer a vision insurance plan which provides exam coverage, corrective eyewear allowance, and other extras.



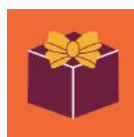
WEEKLY PAY

Our compensation plan is competitive and built around performance. All Family Members are paid each week.



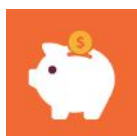
PERFORMANCE FOR PAY/INCENTIVE PROGRAMS

We believe in rewarding employees and creating an environment where our top performers have an opportunity for recognition and financial reward. Managers and Operating Partners are also eligible for a monthly incentive program based on restaurant performance.



HOURLY HOLIDAY BONUS

Family Members may receive a holiday bonus based on their eligibility and length of service with the company. Team Leaders are eligible for this program.



401(K) SAVINGS PLAN

Whataburger offers a competitive 401(k) Savings Plan with discretionary added benefits:

- A \$0.30 match to every dollar you contribute for up to 6% of your pay
- A potential annual Profit Sharing contribution

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