



Our Mission: *Feel like family while you're our guest.*

Job Title: Server	FLSA Status: Part-Time; Non-Exempt
Department: Front of House	Pay Rate: \$16.28/hr
Reports To: Restaurant Manager	Location: T-Post Tavern

Individuals that work well in a guest focused, fast-paced, team environment thrive within our company, as our Vision, "We contribute to a community where people are welcome as they are and have a place to be together."

Server | Commission

Fulfilling the position of a T-Post Tavern server requires in-depth knowledge of food, beverages, and wine as well as experience with the skills necessary to execute their service. Keen service, salesmanship, and prioritization of tasks, with a strict focus on meeting and exceeding the needs of the guest, is a must. Candidates must have the ability to accurately receive and enter food and beverage orders through the given POS system. Efficiency in cash handling and payment processing are requirements. A server with T-Post Tavern is responsible for 4-6 tables (as determined by management) and is lead in coordinating the needs of a section and communicating with front and back-of-the house. These duties are to be fulfilled while following T-Post Tavern steps of service and striving toward guest satisfaction, retention, and loyalty through prompt and courteous service. Our mission "Feel like family while you're our guest" is fundamental to our service philosophy and we ask that applicants for this position reflect that mindset.

Benefits:

- Competitive wages
- Growth potential
- Family meals
- Employee dining discount
- Medical (25+ hours/week)
- Dental (25+ hours/week)
- Vision (25+ hours/week)
- Sick Pay
- 401k company match (one year of service, and age 21)
- Employee Assistance Program (EAP) (all employees)

We also value our employees' experience and are closed (without pay) on Mondays, Tuesdays and certain holidays, except for special engagements.

Compensation: During the 2-week training period, and for certain limited activities thereafter (e.g., set-up for buy-outs, company meetings) you will get the applicable minimum wage for your location: \$16.28. After training, the pay range is the minimum wage for your location (\$16.28) to \$50/hour, which is calculated by a variable base amount per hour (ranging from \$1 to \$16.28/hour) plus 15% commission on your individual gross sales (gross sales less comps), which is paid 100% to you and not shared with support staff, plus any voluntary tips or gratuities ("bumps") paid at the guests' discretion, which are also paid entirely to you.* The average earnings, including commissions and bumps, are approximately \$25-\$50/hour; however, this rate is based on your gross sales and bumps, and as such may vary and is not guaranteed.

In the unlikely event the base rate plus commissions in a workweek do not meet or exceed the minimum wage, a server will be paid at least the location-specific minimum wage (\$16.28/hour).