



# Team Member Benefits & Perks

Text HireMe to 22633 to apply or visit [www.rubytuesday.com/careers](http://www.rubytuesday.com/careers)

## Compensation Opportunities

Paychecks	Get paid weekly!
Team Member Referral Program	Refer a friend and if we hire them and they stay for 30 days you will receive: <ul style="list-style-type: none"> <li>\$100 if the referral is hired for an hourly role (excludes managers)</li> <li>\$500 if the referral is hired for a manager or above role</li> </ul>
Loyalty Bonus Program	Full time hourly team members who average 30 or more hours a week for 12 months receive a loyalty bonus payment based upon their tenure. Loyalty Bonus payments are based upon tenure and range from \$100 - \$1,000.
Service Anniversary Rewards Program	Milestone anniversaries are recognized with RT Online Rewards Points which may be redeemed for gift cards to use at many popular retailers and restaurants. Point values are based upon tenure and range from a value of \$25-\$1,000.
Contests & Bonus Programs	We are constantly focused on reward and recognition and offer a variety of contests and bonus programs at all levels throughout the year for additional opportunities to earn \$\$\$!

## Development Opportunities

Tuition Reimbursement	We reimburse up to \$1,000 per calendar year for college courses, ESL classes or professional certification training. Team Members employed for at least 6 months and average 20 hours per week are eligible for this program.
Internal Development	We offer internal development programs at all levels to help our teams excel in their current roles as well as prepare them for the next step in their career.
Food Safety Certification	We provide nationally accredited Food Safety Training and certification through ServSafe to all shift leaders, managers, and restaurant leadership.

## Discounts

Ruby Tuesday Discount	Team Members receive a 25% discount for themselves and up to 6 guests at any company-owned Ruby Tuesday location when presenting their digital discount card. As well as a 50% shift discount for themselves and 25% off Catering.
Employee Purchase Program	Ruby Tuesday team members may purchase food and supplies at restaurant cost.
Discount Center	All Ruby Tuesday team members have access to a discount center that includes discounts on a variety of things such as event tickets, travel, tax prep, childcare, wholesale memberships, etc.

## Life & Health

Medical, Dental, Vision, Life & Disability	We offer medical, dental, vision, short term disability, long term disability, and a variety of other benefits for both full time and part time team members. Check out <a href="http://benefits.rubytuesday.com">benefits.rubytuesday.com</a> for more details!
401(k)	We provide a monthly match! The 401(k) program is available to all Team Members who have been employed for 6 months and are at least 21 years of age.
Ruby Has Heart	Team Members in need due to financial hardship or natural disaster may apply for financial assistance through our Ruby Has Heart Program. This program is 100% funded through Team Member contributions. You do not have to contribute to be eligible for assistance.
EAP (Employee Assistance Program)	Our Employee Assistance Program offers a variety of resources such as grocery & meal delivery information, financial assistance, support groups, and a discount center with hundreds of great discount options, etc.
COVID Vaccination Compensation Program	All hourly restaurant team members who are actively scheduled for work are eligible for two hours of COVID-19 vaccination pay for each dose (up to two times) through this program. To assist management, we provide flexible scheduling to accommodate vaccination appointments.
Paid Vacation	Field management and operations leadership can earn up to 20 days of paid vacation. Paid vacation time is granted based upon tenure.

Please contact [humanresources@rubytuesday.com](mailto:humanresources@rubytuesday.com) for additional program details. *Details subject to change – current as of 09.29.2021*