

SCRATCH COOKING KITCHEN

- Amazing new menu items introduced Every Six Months
- Leading Technology and Kitchen Management Systems
- Scratch Cooking with High Quality Ingredients make every dish memorable
- 10 Week Structured Training Conducted in local restaurants
- Unparalleled Career development to EKM through our Culinary Leadership Operations Roadmap
- Cheesecake Factory Institute (CFI) and Professional Assessment and Development Center
- 100% of our EKMs are promoted internally
- Highly competitive Total Rewards Packages to include equity at the EKM level
- Robust sustainability program that is aligned with our culture and values
- Through our 'Give Back' program we have sponsored more than 3,500 team members and more than 145 non-profit organizations have benefited

AWARDS

- 2014, 2015 & 2016 - "100 Best Companies to Work For" - Fortune Magazine
- 2015 & 2016 - "Best People Practices" - People Report
- 2015 - "50 Best Workplaces for Diversity" - Great Place to Work

FORTUNE
**100
BEST**
COMPANIES
TO WORK FOR[®]
2016

GROWTH & FINANCIALS

- 100% revenue growth over the past decade; from \$1B to \$2B in revenue
- 41 restaurants in 2000, 110 restaurants in 2005, and currently have more than 200
- Staff members have grown from 24,000 to over 37,000 over the last ten years
- Six consecutive years of positive comparable restaurant sales through Q4 of 2015
- 11 restaurants now operate under licensing agreements in the Middle East and Mexico
- Strong financial position with a healthy cash balance of nearly \$44 million and no long-term debt to end 2015
- Industry leader in menu innovation and guest service; driving full-margin sales of over \$900 per-square-foot
- Annual per-restaurant-sales, averaging above \$10 million

BENEFITS

- Medical, Dental, Vision, Short- and Long-Term Disability, and Life Insurance
- Health Benefits are available on the first day of the month following your date of hire
- Aetna Medical PPO, EPO, and HDHP options with competitive rates
- Wellness discount of \$30 per pay period and non-smokers receive an additional discount of \$20 per pay period.
- Healthcare Flexible Spending Account and Dependent Care Flexible Spending Account
- Company-paid Life and Accidental Death & Dismemberment ("AD&D") Insurance
- Supplemental Life and Long- and Short-Term Disability Insurance
- Employee Assistance Program ("EAP")
- Staff-Funded Hardship Emergency Lifeline Program
- Voluntary Programs for critical illness and accident coverage
- 401K plan after 6 months of employment. Company match of 50% of the first 4% of your base salary
- Wellness Program - "Life's Ingredients" - activities & resources to support your physical, emotional and financial well-being

TRAINING & DEVELOPMENT

The foundation of our company's success is built upon professional, high-performing management teams. Our continued success relies upon our people, therefore building management and leadership skills is one of our highest priorities. We know that personal development and career growth is also important to each manager. To achieve this mutual goal we offer training and development for a successful and rewarding management career.

CHEESECAKE FACTORY INSTITUTE (CFI)

Our management development program includes attending a conference held at our Southern California corporate support center. Managers participate in interactive sessions taught by our GMs/EKMs, executives, and in-house experts.

PEOPLE

- Selecting and Retaining Talent
- Coaching Staff and Managers
- Ensuring Fairness, Dignity and Respect
- Developing Leadership

FOOD

- Validating Food, Bakery, and Bar Quality
- Ordering, Receiving, and Calling Production
- Impacting Food Safety and Sanitation

PROFIT

- Financial Fundamentals
- Financial Strategies

OPERATIONAL EXCELLENCE

- Building Guest Loyalty
- Mastering the Senior Manager Routine

For more information about our company,
culture and opportunities visit us at
www.CakeCareers.com