

Dear Customers

A COMPETENT, HAPPY RESTAURANT STAFF IS THE ENGINE THAT MAKES THE WHOLE THING GO. This was true at the sub shop where I worked in college in the 1990s, and it was true at the ski bar in Vail where I slung Jägermeister in the 2000s. It was true when I opened my first restaurant, The Berkshire, in 2007, and it's still true today at The Pig & The Sprout.

Man, does my staff work hard.

The importance of employing a top-notch team will likely never change – at least not until the robots take over – so, my business model has to adjust if I want to have the best of the best serving my valued customers.

If a restaurant's staff is the engine, then a living wage is the fuel.

The Pig & The Sprout wants to decrease the growing compensation disparity between service and kitchen staff so that each team member's paycheck reflects her or his contribution to the business. For me, this is a non-negotiable issue and I believe a fair and sustainable method can rectify it.

The compensation for tipped employees increases as revenue and minimum wages increase, but **kitchen staff compensation is tied only to bottom line dollars. This results in an ever-widening wage gap between the two groups. Starting April 16, 2021, The Pig & The Sprout will begin adding a 2.95% surcharge to each customer bill with 100% of the fee distributed among kitchen staff based on the number of hours worked.** We will continue to adjust our pricing and staff pay in response to inflation and minimum wage increases just as we always have, but instead of kitchen staff compensation remaining stagnant while dining room compensation increases, this surcharge will ensure that take-home pay is competitive for every team member. **My hope is that our customers will understand and support us in this transition, ask questions, and experience the benefits that an appropriately compensated, valued staff will bring.**

-ANDY