

Government Code Section
54957.5 SB 343 Item #17
11/12/2025 REG CC

IN-N-OUT BURGER CITY COUNCIL MEETING

November 12, 2025



OUR STORY: THE BEGINNINGS OF IN-N-OUT



1948

First In-N-Out Burger Opens

Harry Snyder introduces California's first drive-thru hamburger stand in a space barely 100 square feet at Francisquito and Garvey in Baldwin Park. Every day before dawn, Harry visits the meat and produce markets to pick out fresh ingredients, which he prepares by hand. Meanwhile, his wife Esther diligently takes care of all the accounting for the new restaurant at their home right around the corner.

Mission Statement

In-N-Out Burger exists for the purpose of:

1. Providing the freshest, highest quality foods and services for a profit, and a spotless, sparkling environment whereby the Customer is our most important asset.
2. Providing a team-oriented atmosphere whereby goal-setting and communications exist, and to provide excellent training and development for all of our Associates.
3. Assisting all communities in our marketplace to become stronger, safer, and better places to live.



QUALITY YOU CAN TASTE



COMMITMENT TO OUR ASSOCIATES



 **BEST PLACES TO WORK**
2024 GLASSDOOR

 **In-N-Out Burger** Follow Add a review

Engaged Employer

4.9K

280

5.8K

694

778

14

Overview

Reviews

Jobs

Salaries

Interviews

Benefits

Photo

>

In-N-Out Burger reviews

4.3 ★★★★★ 4.3

89% would recommend to a friend
(4824 total reviews)

 **Lynsi Snyder**
93% approve of CEO



JOB CREATION AND ECONOMIC IMPACT



Community Commitment and Local Impact



The Slave 2 Nothing® Foundation was created by Lynsi Snyder-Ellingson and Sean Ellingson in 2016 as a 501(c)(3) and is supported primarily through donor contributions and fundraising activities sponsored by In-N-Out Burger. In-N-Out Burger covers all costs associated with the Slave 2 Nothing Foundation, ensuring that 100% of every dollar raised goes to organizations that assist individuals and families to gain freedom and healing from human trafficking and substance abuse.



The In-N-Out Burger Foundation® was created by In-N-Out Burger's cofounder Esther Snyder and her son Rich, with the help of Lynda Snyder in 1984. The Snyder Family's personal encounters with child abuse and neglect, along with Esther's belief that every child deserves a chance and a future, is what led to the Foundation's passionate focus on prevention and intervention in the lives of children and youth.



HIS EYES™ was founded by Evan Ellingson, who deeply believed that we should view people experiencing homelessness through God's Eyes. Our Foundation pays tribute to Evan's vision, bringing hope to the homeless community by seeing them through God's Eyes. We believe that each person has a story worth telling and a life worth saving. Our vision is to create a world where everyone has a place to call home and a community that supports them.



IN-N-OUT

COMMUNITY OUTREACH

- Key Stakeholders
 - Local Merchants
 - Nine88 Apartments
 - Maltese American Social Club
- Neighborhood Meeting – January 2025
 - 70 community members attended
 - Follow up email/letter to meeting attendees with meeting summary
- Ongoing Neighbor Outreach
 - Continued conversation with interested neighbors

NEIGHBORHOOD CONCERNS



- Traffic on El Camino Real
- Current state of intersection at El Camino Real & Southwood/1st St. including pedestrian safety
- Pedestrian access from Centennial trail
- Drive-thru queuing and management

WE LISTENED



INSTALLATION OF A TRAFFIC SIGNAL

WESTBOROUGH BLVD

CHESTNUT AVE

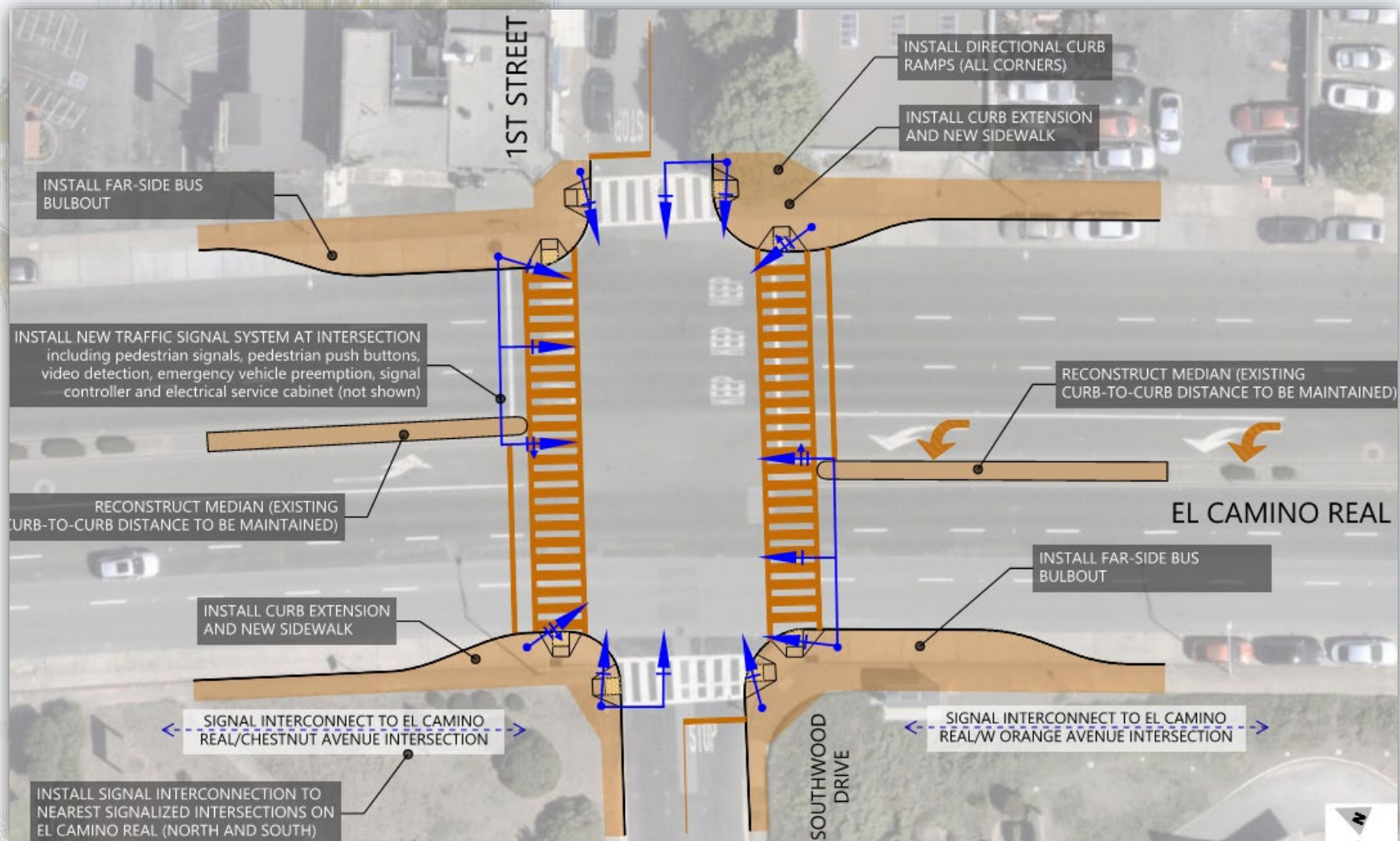
972 El Camino Real

SOUTHWOOD DR

1ST ST

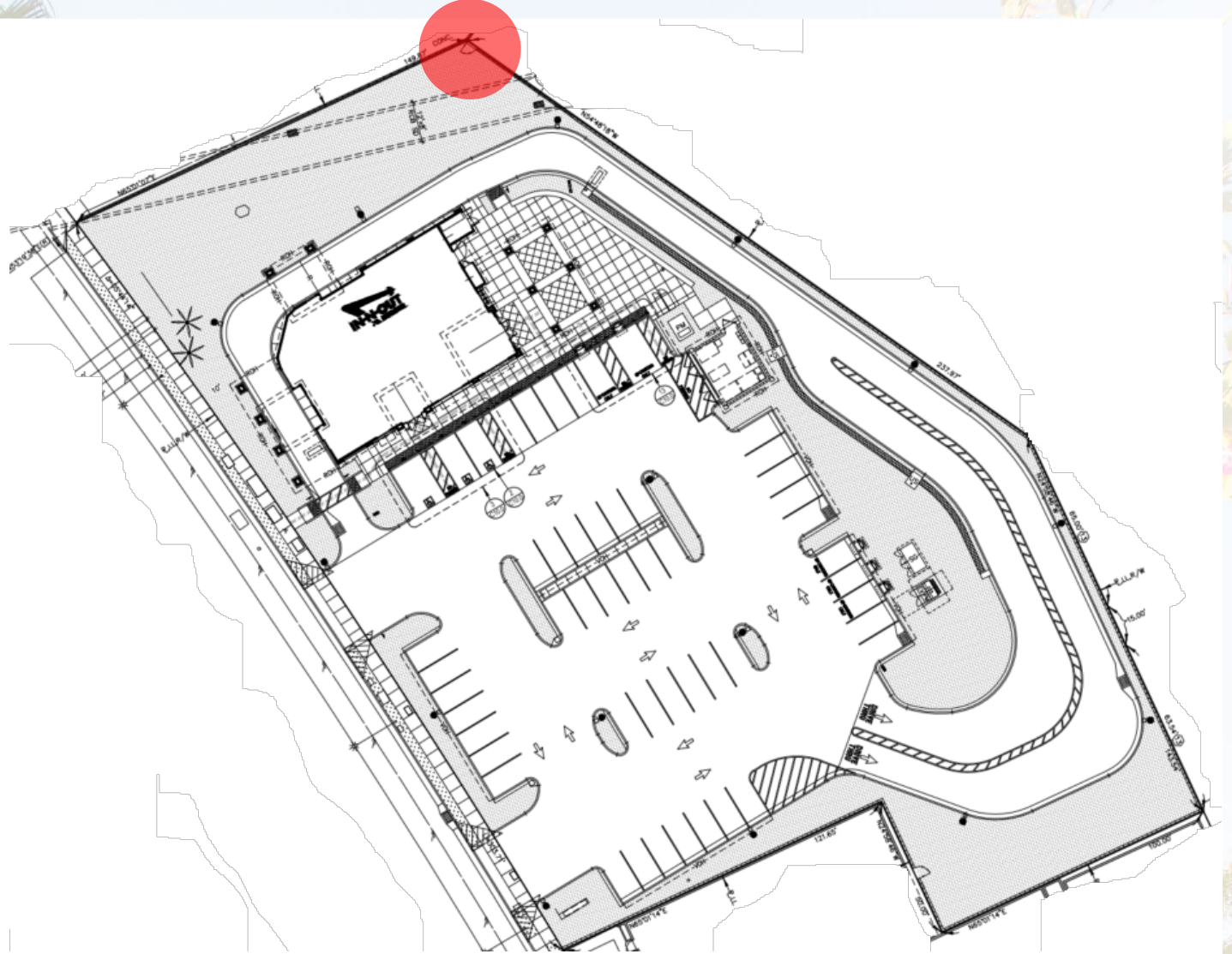


INSTALLATION OF TRAFFIC SIGNAL



IMPROVED PEDESTRIAN ACCESS

- Installation of pedestrian gate from Centennial Trail
- Access will be available from store opening to dusk
- Encourage and support pedestrian initiative along El Camino Real



PARKING

PARKING

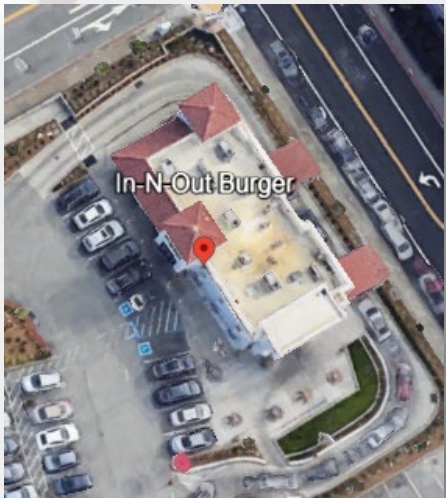
- 51 dedicated parking spaces, 27 required by city code
- 5 Fast-Charging EV parking stalls
- Excellent vehicle circulation onsite with no “dead-end” parking aisles



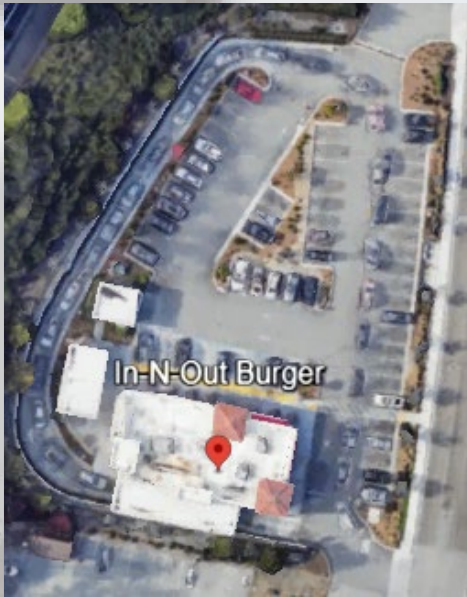
OPTIMAL DRIVE-THRU QUEUING



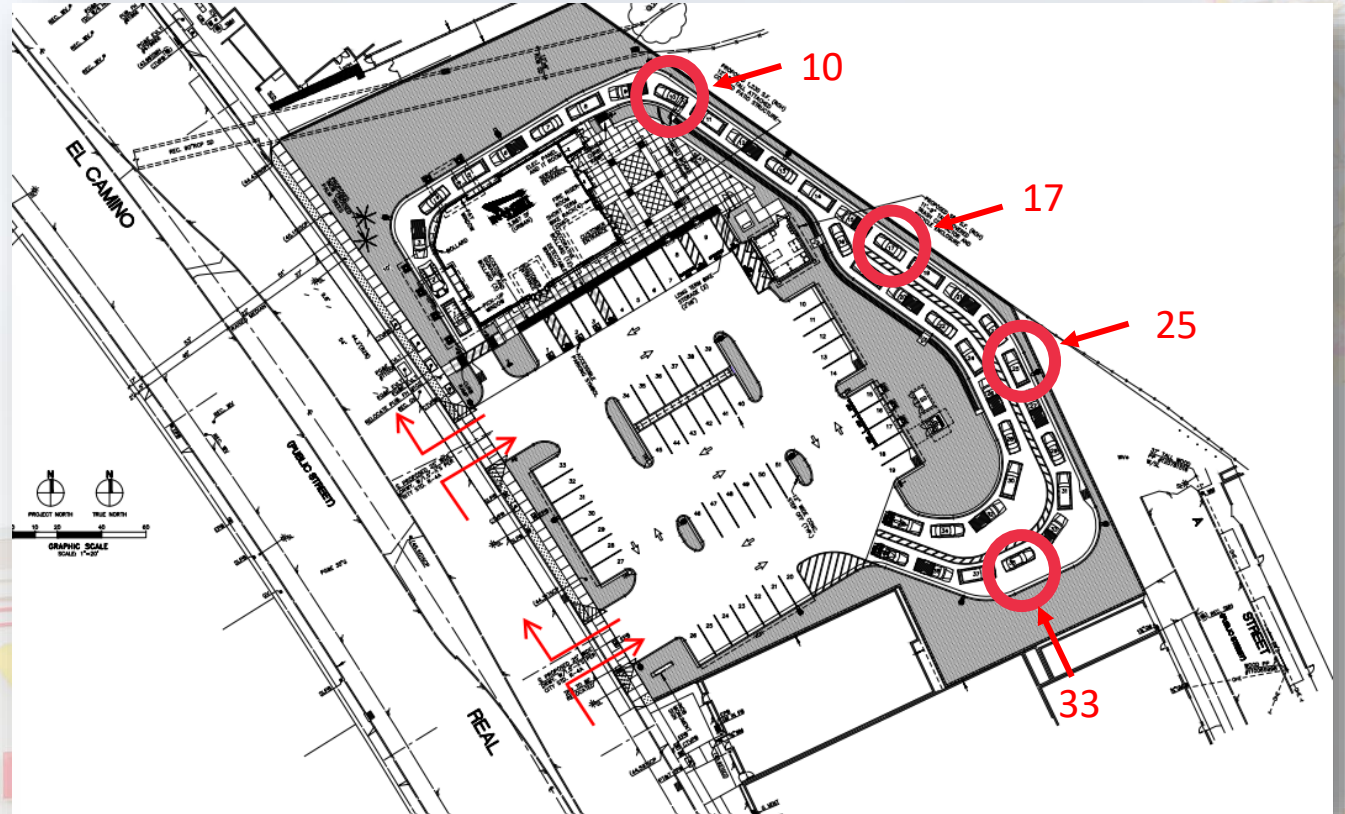
MILLBRAE 10 CAR QUEUE



DALY CITY (WASHINGTON ST)
10 CAR QUEUE



DALY CITY (GELLERT BLVD)
17 CAR QUEUE



OPTIMAL DRIVE-THRU QUEUING



SOUTH SAN FRANCISCO

Mission Statement

The City of South San Francisco's mission is to provide a safe, attractive and well-maintained City through excellent customer service and superior programs and to have a work ethic that will enhance the Community's quality of life.

To that end, we will strive to nurture a partnership with the Community by recruiting a diverse and highly skilled workforce, be an active partner in quality education and attract and retain a prosperous business community, all of which will foster community pride and understanding.



THANK YOU



APPENDIX



NEW DEVELOPMENT



Restaurant Front



El Camino Real Facing South



El Camino Real Facing North



Covered Patio and Trash Enclosure

VIEW FROM EL CAMINO REAL



LOOKING NORTH

SOUTHERN INGRESS/EGRESS



LOOKING NORTHEAST

VIEW FROM EL CAMINO REAL



LOOKING NORTH

PARKING



LOOKING NORTH

VIEW FROM EL CAMINO REAL



LOOKING SOUTH

VIEW FROM EL CAMINO REAL



LOOKING SOUTH

VIEW FROM NINE88 APARTMENTS



LOOKING SOUTH

BULIDING REAR



LOOKING SOUTHWEST

TRASH ENCLOSURE



LOOKING NORTHWEST

COVERED PATIO



LOOKING NORTHWEST

BUILDING FRONT



LOOKING NORTH