

# Total Compensation Benefits All Workers



**TOTAL COMPENSATION HELPS  
CREATE INCOME EQUALITY  
BETWEEN FRONT AND  
HEART-OF-HOUSE EMPLOYEES**

**70%**  
of heart-of-house  
are Latino  
workers



**GUARANTEES  
MORE THAN  
STATE  
MINIMUM  
WAGE FOR  
TIPPED  
WORKERS**

**WAGE LADDERS  
ENCOURAGE:**

LONGEVITY

CAREER  
DEVELOPMENT

HARD WORK

**PROTECTS  
THE WAGE  
LADDER**



Helps small restaurants that are primarily women- and minority-owned and that cannot absorb cost increases as easily