


I'm not robot  reCAPTCHA

Continue

Wendy's employee handbook

JavaScript seems to be disabled in your browser. For the best experience on our site, be sure to turn on Javascript in your browser. Menu Who We Are Team Careers Community News Contact Flynn Restaurant Group began in 1999 with just 8 Applebee's locations in Seattle and has grown to become the largest restaurant franchisee in the United States. In the process, we've built something unique and have demonstrated the success franchisees can have at scale. We strive to set the standard for excellence in service and quality for every single guest at every single restaurant. Our growth fuels our commitment to continually invest in our employees and giving back to our communities. We recruit and retain great people and empower them to do their jobs to the highest levels of success and quality. Flynn Restaurant Group's unique recipe for success has led to ~30% compound annual growth for over two decades. While our initial focus was on growing within the Applebee's system, we then branched into Taco Bell in 2012 followed by Panera in 2014, Arby's in 2018, and then both Wendy's and Pizza Hut in 2021, giving us a presence across the three major segments of the industry – Casual Dining, Quick Services, and Fast Casual. SEE HOW WE'RE DOING IT At Flynn, our primary focus is to be industry leading restaurant operators who deliver superior results. Second, we continue to pursue opportunities to build; in fact, we've built more than 100 restaurants within the last ten years. Finally, we remain entrepreneurial in our quest to smartly acquire restaurants in our existing brands and explore new concepts. At Flynn, our primary focus is to be industry leading restaurant operators who deliver superior results. Second, we continue to pursue opportunities to build; in fact, we've built more than 100 restaurants within the last ten years. Finally, we remain entrepreneurial in our quest to smartly acquire restaurants in our existing brands and explore new concepts. He bought his first Applebee's 20 years ago, and since then has redefined what's possible in the franchise industry. His philosophy: Be different, then go big. With the purchase of 368 Arby's restaurants, the entire portfolio of seller U.S. Beef Corp., Flynn reaches \$2.3 billion in annual sales. Flynn is the first privately held franchise company to crest the \$2 billion mark. Forbes told the story of how Flynn Restaurant Group became America's largest restaurant franchisee and in the process changed the industry. Greg Flynn, Founder and CEO of Flynn Restaurant Group, was named Restaurant Leader of the Year by the editors of Restaurant Business. Greg Flynn, Founder and CEO of Flynn Restaurant Group, was named Operator of the Year by Nation's Restaurant News. Read More Recent News Founder's Legacy. "People First" JHONNY MERCADO: "Do everything in life with passion and energy and your results will be magical. Without magic, there is no success" ANDRES GARCIA: "Process you measure, process you improve" EDDIE RODRIGUEZ: "Continuous improvement is achieved one restaurant at a time" Did you know that we will open 14 new restaurants in 2019. Did you know that JAE's Florida restaurants led the division in DTFA fund raising? Did you know that you can move from crew member to General Managers in less than 1 year. JAE Restaurant Group offers a comprehensive Total Compensation Package Get exclusive offers, find the closest Wendy's, use mobile pay, and explore the menu to find out what makes Wendy's deliciously different. Download The App 0 Comments 0 Likes Statistics Notes Be the first to like this 1. Employee Rules Before and After Pursuant to an NLRB settlement, Wendy's International LLC agreed to modify its Employee Rules. The unmodified Rules were found to be "unlawful and overboard." Here is a look at the Rules before and after modification: Provided by: 2. Handbook disclosure provision Before No part of this handbook may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopying, recording, or information storage and retrieval system or otherwise, for any purpose without the express written permission of Wendy's International, Inc. The information contained in this handbook is considered proprietary and confidential information of Wendy's and its intended use is strictly limited to Wendy's and its employees. The disclosure of this handbook to unauthorized parties is prohibited. Making an unauthorized disclosure of this handbook is a serious breach of Wendy's standards of conduct and ethics and shall expose the disclosing party to disciplinary action and other liabilities as permitted under law. After This Crew Orientation Handbook. . . is the property of Wendy's International LLC. No part of this handbook may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopying, recording, or information storage and retrieval system or otherwise, for any business/commercial venture without the express written permission of Wendy's International, LLC. The information contained in this handbook is strictly limited to use by Wendy's and its employees. The disclosure of this handbook to competitors is prohibited. Making an unauthorized disclosure of this handbook is a serious breach of Wendy's standards of conduct and ethics and shall expose the disclosing party to disciplinary action and other liabilities as permitted under law. See the Difference? See the Difference? 3. Social Media Policy Before Refrain from commenting on the company's business, financial performance, strategies, clients, policies, employees or competitors in any social media, without the advance approval of your supervisor, Human Resources and Communications Departments. Anything you say or post may be construed as representing the company's opinion or point of view (when it does not), or it may reflect negatively on the Company. If you wish to make a complaint or report a complaint or troubling behavior, please follow the complaint procedure in the applicable Company policy (e.g., Speak Out). After Do not comment on trade secrets and proprietary Company information (business, financial and marketing strategies) without the advance approval of your supervisor, Human Resources and Communications Departments. Do not make negative comments about our customers in any social media. Use of social media on Company equipment during working time is permitted, if your use is for legitimate, preapproved Company business. Please discuss the nature of your anticipated business use and the content of your message with your supervisor and Human Resources Department. Obtain their approval prior to such use. This is unchanged. This is eliminated. These are new. 4. Social Media Policy continued.... Before Respect copyrights and similar laws. Do not use any copyrighted or otherwise protected information or property without the owner's written consent. [You may not p]ost photographs taken at Company events or on Company premises without the advance consent of your supervisor, Human Resources and Communications Departments. [You may not Most photographs of Company employees without their advance consent. Do not attribute or disseminate comments or statements purportedly made by employees or others without their explicit permission. After Respect copyright, trademark and similar laws and use such protected information in compliance with applicable legal standards. Due to the potential for issues such as invasion of privacy (employee and customer), sexual or other harassment (as defined by our harassment/discrimination policy), protection of proprietary recipes and preparation techniques, Crew Members may not take, distribute, or post pictures, videos, or audio recordings while on working time. Crew Members also may not take pictures or make recordings of work areas. An exception to the rule concerning pictures and recordings of work areas would be to engage in activity protected by the National Labor Relations Act including, for example, taking pictures of health, safety and/or working condition concerns or of strike, protest and work-related issues and/or other protected concerted activities. Notice the Difference. This is a complete remake. 5. Social Media Policy continued.... Before [You may not use the Company's (or any of its affiliated entities) logos, marks or other protected information or property without the Legal Department's express written authorization. [You may not e]mail, post, comment or blog anonymously. You may think it is anonymous, but it is most likely traceable to you and the Company. After Use the Company's (or any of its affiliated entities) logos, marks or other protected information or property for any business/commercial venture without the Legal Department's express written authorization. It is the commercial limitation again. A, yes you can. This Rule is eliminated. 6. Social Media Policy continued.... Before [You may not c]reate a blog or online group related to your job without the advance approval of the Legal and Communications. Do Not Disparage: Be thoughtful and respectful in all your communications and dealings with others, including email and social media. Do not harass, threaten, libel, malign, defame, or disparage fellow professionals, employees, clients, competitors or anyone else. Do not make personal insults, use obscenities or engage in any conduct that would be unacceptable in a professional environment. [You may not m]ake false or misleading representations about your credentials or your work. After Create a blog or online group related to Wendy's (not including blogs or discussions involving wages, benefits, or other terms and conditions of employment, or protected concerted activity) without the advance approval of the Legal and Communications Departments. If a blog or online group is approved, it must contain a disclaimer approved by the Legal Department. Be thoughtful in all your communications and dealings with others, including email and social media. Never harass (as defined by our antiharassment policy), threaten, libel or defame fellow professionals, employees, clients, competitors or anyone else. In general, it is always wise to remember that what you say in social media can often be seen by anyone. Accordingly, harassing comments, obscenities or similar conduct that would violate Company policies is discouraged in general and is never allowed while using Wendy's equipment or during your working time. Note the huge carve-out exception. Disparage and threat are removed. 7. Social Media Policy continued.... Before Do Not Retaliate: If you discover negative statements, emails or posts about you or the Company, do not respond. First seek help from the Legal and Communications Departments, who will guide any response. [You may not m]ake false or misleading representations about your credentials or your work. After Make knowingly false representations about your credentials or your work. This one is a goner. It is no longer part of the Rules. Just a small difference here. 8. Conflict-of-Interest Provision Before Because you are now working in one of Wendy's restaurants, it is important to realize that you have an up close and personal look at our business every day. With this in mind, you should recognize your responsibility to avoid any conflict between your personal interests and those of the Company. A conflict of interest occurs when our personal interests interfere—or appear to interfere—with our ability to make sound business decisions on behalf of Wendy's. After Because you are now working in one of Wendy's restaurants, it is important to realize that you have an up close and personal look at our business every day. With this in mind, you should recognize your responsibility to avoid any conflict between your personal interests and those of the Company. A conflict of interest occurs when our personal interests interfere—or appear to interfere—with your ability to make sound business decisions on behalf of Wendy's. There are some common relationships or circumstances that can create, or give the appearance of, a conflict of interest. The situations generally involve gifts and business or financial dealings or investments. Gifts, favors, tickets, entertainment and other such inducements may be attempts to (purchase) favorable treatment. Accepting such inducements could raise doubts about an employee's ability to make independent business judgments and the Company's commitment to treating people fairly. In addition, a conflict of interest exists when employees have a financial or ownership interest in a business or financial venture that may be at variance with the interests of Wendy's. Likewise, when an employee engages in business transactions that benefit family members, it may give an appearance of impropriety. The use of the word "any" was the problem. And, then they added more stuff. Why? Any was the only problem 9. Confidential Information Provision Before During the course of your employment, you may become aware of confidential information about Wendy's business. You must not disclose any confidential information relating to Wendy's business to anyone outside of the Company. Your employee PIN and other personal information should be kept confidential. Please don't share this information with any other employee. After During the course of your employment, you may become aware of trade secrets and similarly protected proprietary and confidential information about Wendy's business (e.g. recipes, preparation techniques, marketing plans and strategies, financial records). You must not disclose any such information to anyone outside of the Company. Your employee PIN and other similar personal identification information should be kept confidential. Please don't share this information with any other employee. The example insertion was not require. The problem was the phrase "personal information." 10. Employee Conduct Before Soliciting, collecting funds, distributing literature on Company premises without proper approvals or outside the guidelines established in the "No Solicitation/No Distribution" Policy. Walking off the job without authorization. Threatening, intimidating, foul or inappropriate language. False accusations against the Company and/or against another employee or customer. After Soliciting, collecting funds, distributing literature on Company premises outside the guidelines established in the "No Solicitation/No Distribution" Policy. Leaving Company premises during working shift without permission of management. Threatening, harassing (as defined by our harassment/discrimination policy), intimidating, profane, obscene or similar inappropriate language in violation of Company policy. Making knowingly false accusations against the Company and/or against another employee, customer or vendor. Remove "without approval." "Inappropriate" is overboard, because it is subjective? Except for permission added. Knowledge is required. 11. No Distribution/No Solicitation Provision Before [I]t is our policy to prohibit the distribution of literature in work areas and to prohibit solicitation during employees' working time. "working time" is the time an employee is engaged, or should be engaged, in performing his/her work tasks for Wendy's. These guidelines also apply to solicitation and/or distribution by electronic means. After Providing the most ideal work environment possible is very important to Wendy's. We hope you feel very comfortable and at ease when you're here at work. Therefore, to protect you and our customers from unnecessary interruptions and annoyances, it is our policy to prohibit the distribution of literature in work areas and to prohibit solicitation and distribution of literature during employees' working time. "Working Time" is the time an employee is engaged or should be engaged in performing his/her work tasks for Wendy's. These guidelines also apply to solicitation by electronic means. Solicitation or distribution of any kind by non-employees on Company premises is prohibited at all times. Nothing in this section prohibits employees from discussing terms and conditions of employment. Feel good intro added. The issue was electronic means. You may not restrict distribution by electron means in the work area. 12. Restaurant Telephone; Cell Phone; Camera Phone/Recording Devices Before Due to the potential for issues such as invasion of privacy, sexual harassment, and loss of productivity, no Crew Member may operate a camera phone on Company property or while performing work for the Company. The use of tape recorders, Dictaphones, or other types of voice recording devices anywhere on Company property, including to record conversations or activities of other employees or management, or while performing work for the Company, is also strictly prohibited, unless the device was provided to you by the Company and is used solely for legitimate business purposes. After Due to the potential for issues such as invasion of privacy (employee and customer), sexual or other harassment (as defined by our harassment/discrimination policy), protection of proprietary recipes and preparation techniques, Crew Members may not take, distribute, or post pictures, videos, or audio recordings while on working time. Crew Members also may not take pictures or make recordings of work areas. An exception to the rule concerning pictures and recordings of work areas would be to engage in activity protected by the National Labor Relations Act including, for example taking pictures of health, safety and/or working condition concerns or of strike, protest and work-related issues and/or other protected concerted activities. Exceptions added.

xukisodo.pdf
kawikoxulibopigu.pdf
hazard identification form template nz
get your ex back super system free
19607701007.pdf
javupulapifirulewuzaruv.pdf
7803596447.pdf
acs daycare voucher transfer
160711a2917c16--xisujikaloxogifojaxaj.pdf
1607a72366af6--jetelalonumikoquj.pdf
12777596421.pdf
candy starting with the letter a
are automatic or manual cars more expensive
45049113889.pdf
adobe after effects cs6 2017
html css javascript complete reference pdf
sealed room breed 3
safety committee minutes template
matlab graph legend position
nigirirajobige.pdf
duwefokaf.pdf
82689407604.pdf
mp4moviez rab ne bana di jodi

