



# Chick-fil-A Newport Pavilion

## Pay Structure

### STAGE OF LIFE

Are you in High School or an Adult?

Increase your hourly pay rate  
by increasing your availability  
by advancing in your Journey.  
Or BOTH  
You're in control!

High School: Under 16	\$10	2 shifts Mon-Fri 4p-7p + Sat. 8a-7p (up to 8 hours)
High School: 16 & 17	\$11	2 shifts (5+ hours) Mon-Fri 4p-10p + Sat. 8a-10p (up to 8 hours)
Adults (18+) (College/Part-time/Full-time)	\$13	2 shifts (5+ hours) Mon-Fri + 1 shift (8+ hours) Fri. OR Sat.

### AVAILABILITY

When are you available? (These unlock in order.)

1	4days/wk (including Friday & Saturday)	+\$0.50
2	Adult:32+hr/wk; HS: 24+hr/wk	+\$0.50
3	Open (5:00a) OR Close (11:00p- Fri+Sat)	+\$1.00
4	5 days AND 45+ hours per week	+\$1.00
5	Open Availability (5a-11p)*	+\$1.00

\*Available after TM1 training/evaluation + 30 days employed.

### JOURNEY

How long have you worked for us?

Team Member Level 2	+\$0.25
Team Member Level 3	+\$0.25
Certified Trainer	+\$0.25
Shift Leader	+\$0.50

Each power-up includes the previous and must be added in order.  
Each new availability submission must meet minimum availability requirements, and must be approved by your area Director before Availability Power-ups are granted. Pay changes take effect at the beginning of pay periods only.

All Journey Power-ups are granted after the completion of each advancement checklist and an evaluation.

Stage of Life

+

Availability

+

Journey

=

Hourly Rate