



OPEN DOOR & NON-RETALIATION POLICY

We want to hear from you!

If you have concerns about your work, work environment, team, team leadership, policies or any other work-related issue, please feel free to discuss them with your Manager. In the event the complaint involves discrimination based on a protected category or issue protected by law, harassment, sexual harassment, and/or hostile or intimidating behavior, please speak with your Manager immediately.

If you are not satisfied with your Manager's response or feel you are unable to discuss the matter with your Manager, you may choose to discuss the issue with your District Partner, RVP of Operations, or Fourth Human Resources Department (below).

23 Restaurant Services Team Members are free to raise concerns or comments at any level without fear of retaliation.

You may submit your comments or issues to Fourth Human Resources Department or: people@23restaurants.com

FOURTH HR

Human Resources Department • 813.643.4000

