



R E S T A U R A N T  
**PARTNER**





## THE DREAM

It sounds crazy, but it all started with one man's dream to fry chicken. That man is Todd Graves, Founder, CEO and the original Fry Cook and Cashier of Raising Cane's Chicken Fingers. Todd was fresh out of college with no job, no money and no experience. His dream soon became his passion, and he was determined to make it a reality.

"The Mothership" - Cane's 1, Baton Rouge, Louisiana



## THE JOURNEY BEGINS...

The first step to a successful business is a brilliant plan, right? Determined to craft the perfect strategy, Todd and his friend enrolled in a business class at Louisiana State University and presented the Raising Cane's business plan as their class project. The project got a B-, the lowest grade in the class! Undeterred, Todd presented his plan to countless banks and investors to raise the funds, only to hear "A restaurant serving only chicken finger meals will never make it," and "It won't work," time and time again.

Todd took matters into his own hands, putting on a hard hat and moving to Los Angeles to work 90-hour weeks as a refinery boilermaker. That's where he met "Wild Bill," who spoke of greater riches as a commercial Sockeye Salmon fisherman in Alaska. Todd packed his bags and hitchhiked to Naknek, Alaska, where he slept in

a tent for a month before a boat captain finally gave him a job. Salmon fishing was dangerous work, but Todd considered it a worthwhile risk, often working 20-hour days.

Todd returned home with his hard-earned money, a small loan and a handful of dedicated investors. Soon after, Todd found the perfect location for his Restaurant - a very old, run-down building at the North Gates of LSU. Armed with a jackhammer, Todd and his Crew worked day and night to restore the old wood paneling, and put in a parking lot, a Drive Thru window and serving counters to create the first Raising Cane's.

## IT'S OPEN!

August 28, 1996, Raising Cane's opened for business... and it was an immediate success! Customers crowded in for the great-tasting, chicken finger meals. The restaurant was so busy that they stayed open until 3:30 a.m. and did it all again the next day. "It was one of the best times of my life," Todd recalls. "I loved bringing together a great group of people who shared my passion!"





# GROWING THE RIGHT WAY!



Forbes

**TOP  
100**

Best Places  
to Work In  
the US

**#28**

Top CEOs

**#5**

Excellence  
Award

**#232**

Best Employers  
for Diversity





Being at the top isn't easy, it takes hard work, dedication and having some fun along the way. At Cane's, success is all about serving our Crew, our Customers and our Communities every day - and our focused approach is getting noticed!



**Technomic®**  
A Winsight Company

**#2**

Chicken  
Restaurant Brand  
of the Year

**#6**

Fastest Growing  
Restaurant  
Chain

**#12**

Growth in  
Estimated Sales  
per Unit

**#50**

Top 200  
US System  
Sales

**#1**

Most Accurate  
To-Go Orders

**#2**

Families'  
Favorite  
Chains

**#3**

America's  
Favorite Fast  
Casual Chains

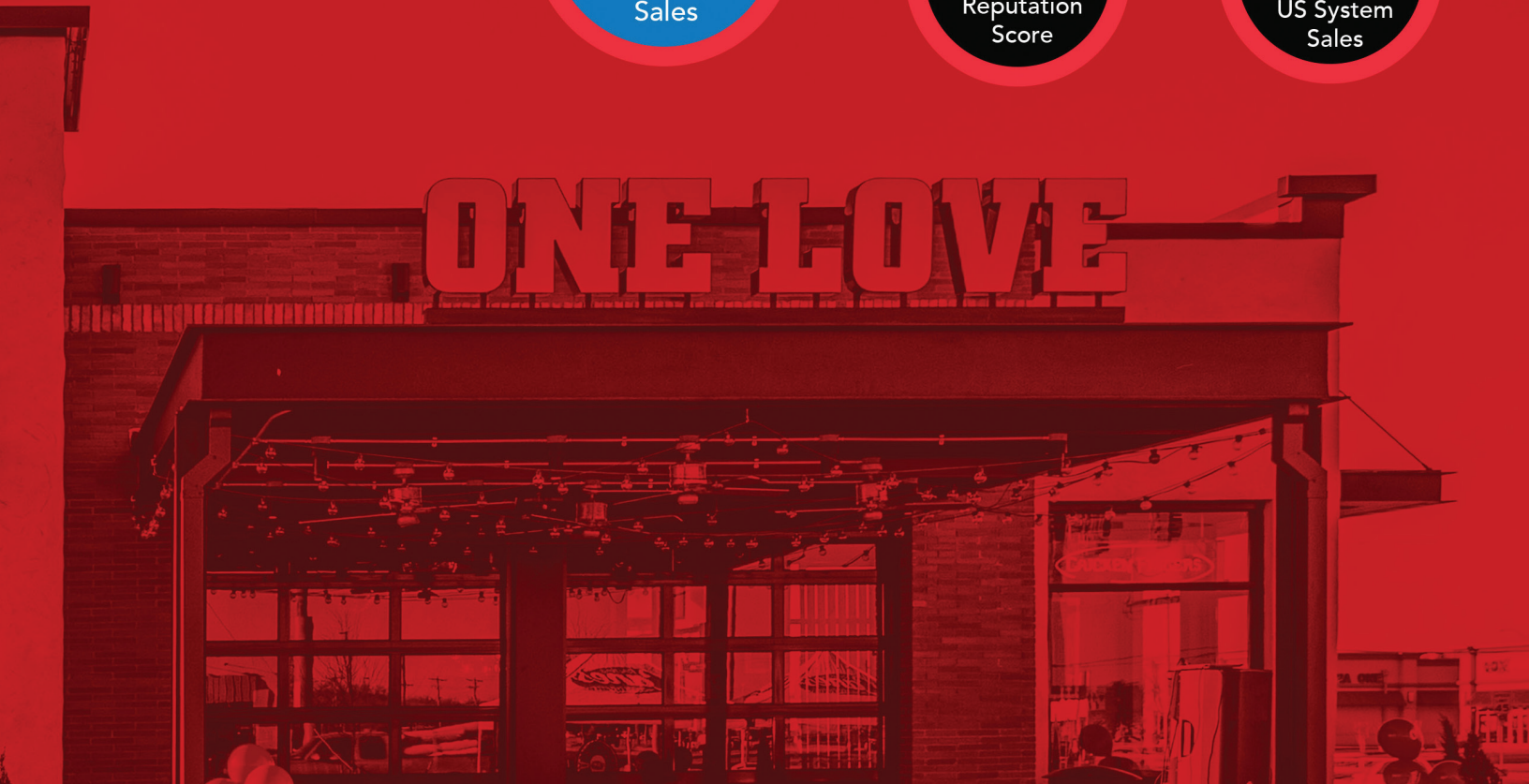
**#4**

Overall  
Reputation  
Score

**TOP  
50**

US System  
Sales

**ONE LOVE**





# RESTAURANT PARTNER PROGRAM

Todd Graves opened the first Raising Cane's in Baton Rouge, Louisiana in 1996. As the number of Restaurants grew, so did the number of opportunities to bring others in to share in his dream. Today, you can join Todd on his journey, grow your career and become a millionaire.

Raising Cane's Chicken Fingers, the fastest growing chicken concept in the country, isn't just focused on growing Restaurants all over the world, we're bringing in top Restaurant Leaders to lead, serve and support our Crew, Customers and Communities.

To attract and retain the best Restaurant Leaders in the industry, we've established our **Restaurant Partner Program**, to share even more of our **ONE LOVE**.

In addition to the incredible financial incentives, including industry-leading compensation, our Restaurant Partners receive best in class, ongoing development training and education to further their skills and overall impact as Restaurant Leaders. Our Restaurant Partners serve as the face of Raising Cane's in their local communities.

## ARE YOU A RESTAURANT LEADER

looking to join an exciting journey, that will hone your skills



ONE LOVE





## YOU CAN AT CANE'S!

With our industry leading Restaurant Partner Program, you will grow your career, while becoming the face of your local Community, leading great Crew and serving our Customers.

Earning the role of Restaurant Partner is just the beginning of your journey - our Partners are ambassadors for Raising Cane's and role models for other Raising Cane's Managers who aspire to be a Restaurant Partner.

Being a Restaurant Partner requires focused effort in leading your Restaurant, serving your Customers and your Community. We know you and your family make sacrifices to ensure your Restaurant runs smooth and exceeds our standards. As you are committed to the Restaurant, we are committed to you - professionally and personally.

In addition to the industry leading compensation plan, we will support you on your journey with the right tools and resources to ensure your long-term success. Raising Cane's offers Restaurant Partners industry-leading compensation and opportunities through a combination of the following:

- Education and Development
- Personal Wellness
- Industry Leading Support Structure
- Best in the Business Compensation Programs

as a Partner in the fastest growing chicken concept around  
and set your family up for success?

Read on to see how you can become a Partner at Raising Cane's, where we can help you grow your career, achieve professional and personal development, all while accumulating long-term wealth - **be a millionaire in the restaurant industry.**



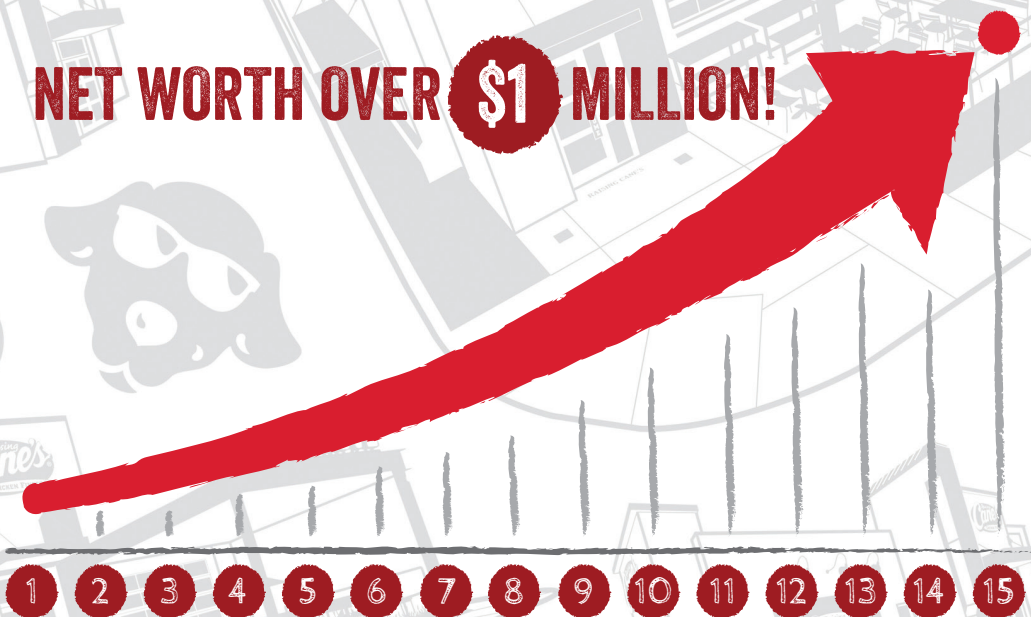
## STABILITY

This is a tough industry, and we understand that stability for you and your family cannot be taken lightly. At Cane's, we're providing this opportunity to further your financial security and provide even greater stability for your family.

Through our Restaurant Partner Program, we will give you the tools and means to become a millionaire. How do we define a millionaire? A common definition is a person (or a married couple) with a net worth greater than \$1 million U.S. dollars. Net worth represents a person's assets minus their liabilities.

Our Restaurant Partner Plan accumulates long-term wealth, and in as little as 15 years, our Partners are on track to earn \$1M in net assets while still maintaining their current lifestyle.

NET WORTH OVER \$1 MILLION!







## WEALTH ACCUMULATION THROUGH BEST IN THE BUSINESS...

### Base and Bonus

- Best in Class Base Pay
- Industry leading monthly profitability-based incentives
- Base and Bonus to exceed minimum of \$100K/year
- Additional Bonus Earning Opportunities

### Profit Sharing Based Long-Term Incentive Program

- 3-year Awards that grow in value as your time in the program increases
- Performance Partnership Payouts
- Tax-Advantage Growth of Earnings with Interest

### Financial Wellness Tools

- Company paid Financial Advising Services
- Annual Customized Education and Planning for every Restaurant Partner
- Personal Financial Planning and Management Support



A smiling man wearing a Cane's uniform and a baseball cap, with his hands clasped in front of him. The image is partially obscured by a red overlay and faint background graphics of Cane's restaurants.

## BECOMING A RESTAURANT PARTNER

It also takes *dedication*.

Restaurant Partners are exceptional leaders that have completed extensive and ongoing business, leadership and community marketing training - while consistently delivering exceptional performance results.

This isn't a  
program you  
buy into, you  
**earn**  
your place.

In your role, you'll often hear, "You're the face of your Raising Cane's Restaurant in your community." What does that mean? Simply put, Restaurant Partners are expected to play a key role in representing and protecting our brand.

The compensation program is tied to Restaurant performance and incentivizes Restaurant Partners to maintain the highest standards of performance. Restaurant Partners are provided quarterly updates on their status and any areas that need

attention, to ensure constant alignment.

Ultimately our Restaurant Partners love what they do and the Communities they serve - at Cane's, being active and highly visible in the community is an expectation. Cane's supports this mindset with Active Community Involvement. Our Restaurant Partners maintain relationships within their communities to be aware of the numerous opportunities for us to engage.





At Cane's

# everyone

has a path to success  
and for our dedicated leaders,  
that thrive in a fun,  
fast-paced environment,

**the Restaurant Partner  
Program is the place to be.**

## HOW DO I GET STARTED?

Apply at [WorkAtCanes.com](http://WorkAtCanes.com), to let us know you are interested. The information outlined in this guide serves as the base criteria for selection as a Restaurant Partner Candidate, the first step to becoming a Restaurant Partner. Selection of Restaurant Partner Candidates is entirely within the discretion of the Restaurant Partner Committee.





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# PARTNER

*You Can at Cane's*

Apply TODAY: **WORKATCANES.COM**