



To: Career Services Office
From: Will Paramore, Management Recruiter for Waffle House, Inc.
Subj: Management Opportunities for Recent Graduates

Waffle House, Inc is a privately-held, billion-dollar, American company with a nearly 60-year history and operates debt-free with consistently strong growth. We are seeking quality people who are looking for a management career with a successful company and a desire for both personal and long-term career success. We are specifically looking for motivated candidates who have the interest, desire, and motivation to become a multi-unit manager in Greenville, Rocky Mount, Wilson, Raleigh, Goldsboro and all across eastern NC. We are hiring now!

There are 7 major career positions for operations managers at Waffle House, Inc:

- Unit Manager - \$35,000-\$55,000 – 1 unit
- District Manager - \$65,000-\$85,000 – 3 units
- Division Manager - \$80,000-\$100,000 – 9 units
- Regional Manager - \$110,000-\$140,000 – 27 units
- Area Vice President - \$150,000-\$200,000 – 40 units
- Senior Vice President - 80 to 120 units
- Executive Vice President - 300 to 400 units

Our management team is totally ‘home grown’, so we only promote from within the company! Everyone on our management team starts as a **Manager Trainee** and begins their career with 12-weeks of paid training with the intent of becoming a **Unit Manager**. Promotions throughout your career are based on performance, so you advance at your own pace. Becoming a Unit Manager is the first step towards becoming a District Mgr, then Division Mgr, and so on.

Waffle House managers receive 3 weeks of paid vacation per year from their very first year, which includes two 7-day and one 10-day vacation. Health benefits are covered under Blue Cross Blue Shield and include health, dental, and life insurance. Profit sharing and stock options are a nice perk, as well. Our stock has an average return of 10% or more since 1955 and is privately held, and therefore does not fluctuate with the stock market like publicly-held stocks.

Attention Career Services Team

If you have college seniors or recent graduates who you feel would be a fit for us, please have them send a resume and cover letter to:
willparamore@wafflehouse.com and fill out our online management application at **www.whcareers.com**. Thank you!



Scan the above QR Code to go directly to our online mgmt application site!