**DINING BENEFIT PROGRAM**

Explanation Form

As a valued team member, the Company is pleased to offer the following dining benefit.

During your employment with us, you are eligible to receive a discount off the menu price of most food and beverage items that you purchase in any of our restaurants, including alcoholic beverages where permitted by law. Your Store Leader will explain the amount of the discount during your orientation. This benefit may be used anytime regardless of whether you are on the clock, or enjoying one of our restaurants as a guest. The benefit applies only to the items that you order for your own consumption, and may not be used in conjunction with any other discount or promotion. If you have elected to participate in the beverage deduction program, you are entitled to certain non-alcoholic beverages at no charge under that plan. The benefit does not apply to kid’s meals, brunch, bottled and can beer purchased to go, growlers, kegs, bottles of wine and/or spirits. The discount may not apply to all items on the menu, and you should check with a Store Leader before placing an order for an item if you have any concerns in that regard.

Your family members may also be entitled to receive a discount off the menu price of all food and beverages (including alcoholic beverages where permitted by law) subject to these additional restrictions: (A) you must be present and dine with the family member (or represent that your to-go order is for his or her consumption), and (B) the benefit only applies to spouses, children who are your dependents, and your parents (not in-laws).

The dining benefit (discount) may not be used with any other discount or promotion. Ram employees may not participate in the Ram Rewards program. Family members may participate in Ram Rewards but may not use their points with any discounted purchase under this dining benefit.

As a courtesy to your team members, we suggest that you pay a gratuity on the menu price of the items that you order (and not the discounted price).