

To our patrons, guests, and friends,

The government's financial response during the COVID-19 pandemic has exposed the greater society to something the restaurant industry has struggled with for decades: restaurants don't make enough money to afford to pay workers a real living wage. Employees currently on unemployment are making more than when they were working for our restaurants. Our legislators included \$600 weekly subsidies to those on unemployment during the COVID-19 pandemic because they assumed that without the subsidies, the average American worker would be below the poverty line. In reality, even before the subsidies, many service industry workers were celebrating finally being above it.

Restaurants have long faced rising operating costs ranging from more expensive goods, increased credit card processing fees, online services fees, delivery charges, rising costs of fuel, and inflation. Generally, these costs are absorbed by the restaurant by paying people less, by profiting less, or by not profiting at all.

Moving forward, dining at a Deja Food restaurant will include a 20 percent service charge. We are no longer using a tipping system at our restaurants. Using this service charge will enable us to continue to operate, and most importantly allow us to guarantee a fair wage to all of our employees--both front and back of house.

We want you to know our service charge will be used to show real, tangible appreciation for all who have had a hand in your experience at our restaurants.

Thank you for your continued support of Deja Food Restaurant Group,