

Restaurant Name: Pho Cyclo Cafe

Type of Restaurant: Vietnamese Restaurant

Bar service? no

Ownership: Corporation

Years in Business: 11 Years

Number of Locations (in Seattle/outside Seattle): 4 within Seattle, 1 in Bellevue

Number of Employees: 40

Compensation for employees:

	Employee Type 1	Employee Type 2	Employee Type 3
Base Pay	\$15-\$17	\$12-\$16/ per hour	\$10-\$11/hour
Average Tips	0	\$40-\$60 month	\$40-\$60 month
Average Hours Worked	40	40	20-40
Benefits	Paid vacation, sick leave	Paid vacation, sick leave	
Bonuses	yes	yes	yes
Other			

Annual Budget/Profit Margin: Annual gross sales \$2,200,000/ Profit margin 2%-3%

What would happen specifically to your business if minimum wage raised to \$15 immediately? If phased in?

The immediate impact to our business would be to lay off part time employees. Specifically college students working less than 20 hours a week. We would also lay off a large group of immigrant workers and opt to hire more qualified workers at the \$15.00 rate. Some benefits will be cut and yearly bonuses would also be cut to level 2 and 3 employees. There would also be a gradual increase in price to compensate for the increase in food and wage costs.

What would make your business sustainable if the minimum wage was raised?

To sustain our business, we will stop expansion in Seattle look to expand in other cities, purchase our supplies and products outside of Seattle from Vendors that are not under the same wage increase burden. We would also look to utilize services and vendors outside of Seattle.