

Table 1 Selected Menu Items and Prices at Tastee Max Restaurants*

Menu Item	Menu Price (\$)
Cheeseburger	3.89
Hot dog	2.89
Grilled chicken sandwich	4.69
Root beer, large cup	1.79
French fries, side	2.69

*These prices do not include state sales taxes.

Notes: Tastee's food and labor cost percentages were consistent with those of other chains operating in the quick service restaurant industry.

Table 2 Average Wages of Tastee Max Employees*

Employee Type	Wage per Hour (\$)
Entry-level crew person (NUHIRE)	7.25
Experienced crew person (EC)	7.75
Shift supervisor (SS)	9.00
Assistant manager (AM)	10.25
Unit manager (UM)	11.00

*Human Resources Professional (HRM) \$35,000/49-week year, 40 hours worked per week Trainer (TRAIN) \$35,000/49-week year, 40 hours worked per week.

Table 3 Average Recruitment and Selection Costs for Entry-Level Employees*

Type of Cost	Number of Hours and Employee Level
Review of applications	.25 hours per applicant, UM
Telephone screening of applicants	.25 hours per applicant, UM
Review notes from telephone screening	.25 hours per applicant, UM
In-store interview of job candidate	1 hour UM + 1 hour EC
Review notes, make hiring decision	.5 hours per candidate, UM
Contact candidate and make job offer	.25 hours per candidate, UM
New hire orientation	4 hours NUHIRE + 4 hours TRAIN
In-store training	20 hours per employee, AM + 20 hours per employee, NUHIRE + 20 hours per employee, EC
Completion of paperwork for new hire	.5 hours per new hire, UM + 1 hour per new hire, HRM

*An entry-level employee is defined as an employee who has not successfully completed probation. An experienced crew member is defined as an employee who has successfully completed probation.

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