



**Build a Future
with Panda
Restaurant Group**

Where Good Fortune Smiles



Introduction

Panda Restaurant Group has partnered with the U.S. Department of State to offer qualified people a 12-month J-1 non-immigrant visa to experience living and working in American culture while learning how to run a successful restaurant for career advancement and entrepreneurship.

Who We Are

Panda Restaurant Group, the world leader in Asian dining experiences, is dedicated to creating happiness and becoming the world leader in people development. Whether through sharing good food with Guests or providing opportunities for professional and personal growth for associates, all are embraced in a genuine family environment that is uniquely Panda.

Panda's mission is to deliver exceptional Asian dining experiences by building an organization where people are inspired to better their lives.

Panda Restaurant Group consists of three staple concepts: Panda Inn, Panda Express, and Hibachi-San.



Andrew Cherng and his father, Master Chef Ming-Tsai Cherng, opened the first Panda Inn in Pasadena, California in 1973. The menu is inspired by the flavors of Mandarin and Sichuan cuisine, while the service is genuinely warm and welcoming. Thriving for nearly 50 years, Panda Inn is a beloved institution within the Southern California neighborhood it serves.

Founded in 1983 at the Glendale Galleria in Glendale, California, Panda Express is America's favorite Chinese restaurant. Operating across 11 countries with more than 2,300 stores, 47,000 associates and will achieve over \$5 billion in sales in 2022, Panda Express is the largest family-owned and operated Asian dining concept in America.



HIBACHI-SAN
JAPANESE KITCHEN

Hibachi-San delivers an authentic Japanese teppanyaki grill experience, as well as sushi, at retail centers across the U.S. Hibachi-San's bold flavors and fresh ingredients have been delighting guests since it first opened in 1992.

The Program Overview

You will have the opportunity to embody an entrepreneurial spirit while learning from a very hands-on and fast-paced environment. As a manager, you will be in charge of a multimillion-dollar business and oversee the development of your team, ensuring guest satisfaction and running a profitable restaurant. From the hiring, managing, and directing of associates to achieving financial goals and ensuring the delivery of exceptional guest experiences, you create your own success story. You will experience a world full of opportunity, people connection, and the rich culture of the United States.

Upon completion of this program, you will have learned to run a profitable restaurant, develop your team, and have gained valuable cultural experiences to enrich and expand your knowledge while developing you into a well-rounded leader.



Program Resources and Benefits

This is an exciting opportunity to learn American culture and enhance business and leadership skills for a bright future. Whether it is your first trip to the United States or your first learning experience overseas -Panda has you covered!

To support you in acclimating to the U.S. you will have a team of people here dedicated to your success and will guide you and provide support throughout your journey.

In addition, Panda will support and provide:

- International and domestic flight
- Transportation arrangement
- Housing/living arrangements
- Welcome dinner
- Welcome care package
- Free meals while you are working
- Health insurance
- Opportunities to make additional bonus
- And more....



YOUR CAREER STARTS HERE



General Manager in Training

This is a great opportunity for you to enhance and grow your leadership skills and to successfully run and build a restaurant business. Under the guidance of a certified Training Leader, you will learn and practice how to manage and build a restaurant business. You will have hands on practice of leading the operation of a single store, managing and directing associates to achieve financial goals, and ensuring the delivery of exceptional guest experiences. It is up to you to make your store a success.

Assistant Manager in Training

This is a great opportunity for those looking to enhance their entry level leadership skills in the front of house while learning how to successfully operate a business. You will learn and practice how to deliver successful day-to day performance of the store under the guidance of the General Manager while you gain valuable leadership skills. As you complete your training, you will experience hands on practice to train and coach associates' performance on front of house duties; learn and uphold workplace and food safety; delivering exceptional guest experiences; achieving financial targets; learn to complete administrative and reporting activities, and more!



Chef in Training

This is a great opportunity for those looking to enhance their entry level leadership skills in the back of house while learning how to successfully operate a business. You will learn and practice how to deliver successful day-to day performance of the store under the guidance of the General Manager while you gain valuable leadership skills. As you complete your training, you will gain extensive knowledge on how to prepare and cook all of the dishes, maintain and uphold a high standard in the kitchen, achieve financial targets, uphold workplace and food safety, and build your kitchen team through people selection, training, and coaching.



ADA Statement: While performing duties, counter areas are often hot with steam from steam table and food vapors. Workspace is restricted and employees are expected to remain standing for long periods of time. Employees must prepare hot and cold foods, use Chinese cook knife and other kitchen equipment and work quickly without losing accuracy. Employees may be required to lift up to 50 lbs., stand up to four hours and reach across counter tops measured at 36 inches to serve customers. Kitchens are hot and noise levels are usually high; storage space is limited and shelving is high.

Store Leadership Training Program

To prepare trainees for success, all Panda leaders will receive culture orientation and participate in a comprehensive Store Leadership Training Program that is designed to provide an in-depth and hands-on understanding of each job function while catering to each person's individual learning style. Panda's training program allows time for trainees to practice and master what they learn with the guidance and support of certified trainers.

The training program utilizes layered learning modules that are assigned to different positions that target required soft and hard skills necessary for the role. While going through the modules, you will experience:

- E-learning
- Interactive information sharing and training platforms
- Video learning
- Built in assessments to verify knowledge
- Practice skills virtually through scenarios, case studies, trivia, and simulations
- Facilitator led training sessions
- Demonstrations and hands on practice
- Multiple layered certifications and verifications to help build the foundation to become a high performing and inspiring Leader at Panda

Join our Panda Family and take advantage of this incredible opportunity for personal and professional development.



To apply, e-mail your resume to:
InternationalCareer@PandaRG.com