

Capstone Investment - Business All-Stars



In and Out Burgers

In and Out Burgers is a somewhat enigmatic private company with some very interesting characteristics. The business was begun in by Harry and Esther Snyder. The current CEO is their 30 year old granddaughter Lynsi Torres. The top of the company has a tumultuous history including untimely deaths of the CEOs.



Lynsi maintains a very private image at this point and is rarely available to the media. What makes this company worthy of All Star status is.... In the fast food industry, they lead in how they compensate their employees by a wide margin. The company website currently states the beginning salary for employees is \$10.50 per hour. That figure is a lot higher than any other fast food restaurant.

The company strives to treat both its customers and its workers well. By paying a decent wage, the company believes that it can create a positive environment. While the company is private and does not need to share financial information, it does claim to have good workers and low turnover due to its policies. In addition to a better salary, the company offers full time employees a 401-K plan, medical and dental plans, paid leave that increases over time, etc. Just as important, the company hires from within so promotion through the ranks is a way to improve one's life. According to the Orange County Register, in 2012, In-N-Out store managers made more than \$120,000 on average. This is more than double the typical fast food management salary and certainly is an attractive professional salary for someone who has worked their way up the burger chain's ladder.

This is a focused, slow growing company who so far, sticks to their knitting.

This is the fourth in a series of articles published by Ted Schwartz, CFP®

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