

Job Title: Team Member

Company: C.L. Thomas Restaurant Holdings LLC, a Proud Whataburger Franchise

Position Overview:

As a valued member of our restaurant team, you'll play a key role in creating outstanding guest experiences every day. That means preparing food with care, maintaining a clean and welcoming environment, and working together with your teammates and shift leaders to keep everything running smoothly. We're looking for enthusiastic individuals who thrive in a dynamic, fast-paced setting and are excited to grow with us.

Who Are We?

C.L. Thomas Restaurant Holdings LLC proudly operates as a Whataburger Franchise across the GREAT state of Mississippi. We're more than just a workplace—we're a place where individuals come together as a team to serve our guests and grow together. We believe in doing things the right way, with integrity, heart, and excellence in everything we do. We support growth at every level—from your first day through your entire career with us.

Why join our team?

- **Starting Pay:** \$10+ per hour
- **Flexible Scheduling** (morning, evening, and overnight shifts available based on location and local regulations)
- Meal Discounts During Shifts (50% off)
- Ongoing Training and Advancement Opportunities
- Scholarship Assistance through the Whataburger Family Foundation
- **Comprehensive benefits** (for employees working an average of 30+ hours per week over a 12-month period)

We're more than a burger joint—we're a team that supports each other, believes in hard work, and finds joy in making our guests smile. Whether you're here to build a long-term career or gain valuable experience, we're committed to helping you succeed.

Qualifications:

- **Minimum Age of 16 years**
 - Enrolled in or completed high school, GED, or a recognized alternative program
 - You must be able to work well with others and contribute to a positive environment
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Physical & Role Requirements:

- Ability to lift and carry up to 50 lbs.
 - Must be able to stand throughout the entire scheduled shift
 - Engage in tasks that require bending, reaching, lifting, stirring, and carrying
 - Must be able to read order tickets, receipts, and signage
 - Regular use of cleaning solutions, and handling of various food products (including meat, poultry, seafood, and produce)
 - Frequent handwashing required for food safety
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Important Notes:

This description reflects the core responsibilities of the position but is not an exhaustive list. Duties may shift depending on business needs, staff changes, or other operational factors. Flexibility and a team-first mindset are essential.

Equal Employment Opportunity Statement:

We are an **Equal Opportunity Employer** and fully committed to complying with **Mississippi state labor laws**. We do not discriminate based on race, gender, age, religion, national origin, disability, veteran status, or any other status protected by law. All hiring and employment decisions are made with fairness and in accordance with state and federal regulations.

We adhere to all required employment verification procedures and uphold all legal employment standards set forth by the state of Mississippi.