

# Seeking worker-owners for the new Arizmendi bakery and pizzeria coming to San Rafael soon...

Arizmendi is on its way to San Rafael! We're bringing the same artisan sourdough breads, morning pastries and gourmet seasonal pizzas that are beloved throughout the Bay Area.

We are now recruiting prospective worker-owners for the bakery.

For more information come to our

## **Introductory Workshops**

**Monday, July 27, 2009 6-9pm**

or

**Saturday, August 1, 2009 2-5pm**

at the newest Arizmendi Bakery:

1002 Fourth Street, Rafael Town Center Plaza

Downtown San Rafael

Applications and full job descriptions will be available at the workshops.

**Who we are:** We're an association of worker-owned bakeries that includes Berkeley's Cheese Board and Arizmendi bakery-pizzerias in Emeryville, Oakland, and San Francisco and now San Rafael. Arizmendi bakeries have been rated tops by the Guardian and San Francisco Weekly, Zagat Survey, Yelp.com and of course by our devoted customers.

**How we're different:** Arizmendi bakers own and run their stores. Potential worker-owners will be trained as bakers and will also receive training in business practices, cooperative organization, and democratic decision-making. Yep, it might sound too good to be true, but the Association's objective is to create democratic jobs: we train individuals to be worker-owners and turn the business over to them. Training will begin by September. It lasts several weeks, and we'll seek to minimize interference with current employment.

**Qualifications for worker-owners:** Applicants should love working with food, enjoy physically demanding work, have enthusiasm for cooperating as a group, be motivated to work hard, and be willing to take the initiative and responsibility for co-managing their business. Baking and restaurant experience is valued but not necessary. Business or cooperative experience is also a plus.

**Compensation and investment:** Initial pay is expected to be \$12/hour and benefits include medical insurance. Future pay and share of profits depends on the performance of the business. Trainees become eligible for worker-owner status after a 6-month introductory period. Total owner investment is \$5,000 each, and a cash investment of at least \$500 is required to become a worker-owner.

Please call (415) 683-3335 or email [recruiting@arizmendi.coop](mailto:recruiting@arizmendi.coop) and leave your name, email and phone number if you plan to attend a workshop. Check [www.arizmendi.coop/san\\_rafael](http://www.arizmendi.coop/san_rafael) for more information on Arizmendi.