

Monty's Blue Plate Diner
2089 Atwood Ave, Madison WI.
Kathy Brooks (restaurant manager/partner)
608-244-8505, blueplate@foodfightinc.com
www.foodfightinc.com/montys.htm

Background Information

Monty's Blue Plate Diner was founded in 1991 and is staffed with 63 people. The diner is a popular neighborhood gathering spot, and busy all day. Tex-Mex breakfasts are served all day, and it is home to a fabulous Rueben sandwich and hot fudge brownie sundae. The first of the Food Fight group's restaurants, Monty's has been joined by Bluephies, Eldorado Grill, Firefly, Hubbard Avenue Diner, Johnny Delmonico's, Market Street Diner and Ocean Grill. The restaurants are under the same ownership, but are individually run and managed.

Monty's Blue Plate Diner
<ul style="list-style-type: none">• Flexible scheduling for two employees who have children with autism• Has a monthly budget for charities, including autism, cancer, Hurricane Katrina• Gives gift certificates to charities

Story

Monty's Blue Plate Diner opened with good success, but it had high employee turnover rates. It did not take long for the restaurant to change its philosophy and understand success lies with its employees. The variety of employee benefits includes flexible work schedules. Flexible scheduling is particularly beneficial to the two employees who have children with autism.

According to Kathy Brooks, "We're not a chain. With us, it's personal. We're passionate about creating a positive, memorable experience in each of our restaurants, both for our customers and for our employees. We seek out the employees who will help us maintain our great reputation, and we go to great lengths to keep those employees happy. Experience has taught us that the right combination of compensation, benefits, recognition and opportunity creates a satisfying work environment that makes people want to stick around."

Reported by Jack Williford, Edgewood College, March 2007, for Professor Denis Collins (dcollins@edgewood.edu) and the 2007 Good Samaritan Award, co-sponsored by the Samaritan Counseling Center and Edgewood College.