

## SPOTLIGHT



### IN-N-OUT BURGER Baldwin City, California

In-N-Out Burger is a leading fast-food retail chain with more than 120 locations primarily in California and the Southwest. It was founded in 1948 by Harry Snyder and Esther Snyder, establishing the first drive-thru

hamburger stand in Baldwin Park, California. The Snyders' priorities were simple: serve customers high-quality, fresh food with efficient, friendly service in a clean environment. This business philosophy and the original menu have remained largely unchanged throughout the years. The company's business practices have been noted for employee-centered personnel policies. For example, In-N-Out is one of the few fast-food chains in the United States to pay its employees more than state and federally mandated minimum wage guidelines – starting at \$14 per hour in California, as of July 2019. In-N-Out restaurant chain has developed a highly loyal customer base and has been rated as one of the top fast-food restaurants in several customer satisfaction surveys.<sup>1</sup>

*Environmental Control Provided by Data Aire, Inc.  
gForce GT System & Remote Condenser*

*Manufacturer's Representative: KSR Associates*

<sup>1</sup> [https://en.wikipedia.org/wiki/In-N-Out\\_Burger](https://en.wikipedia.org/wiki/In-N-Out_Burger)