

Hoss's is not just another choice for when you go out to eat. It was also voted among the "Best Places to Work in Pennsylvania" for 2007 and 2008.

Established in Central Pennsylvania, this restaurant is still privately owned and operated with 39 locations throughout the state and in West Virginia. Because of the family operations, the atmosphere at each Hoss's has the same qualities.

"It's not just the monetary benefits," says Steve McIlveen, general manager at the Johnstown location. "It's the quality of life benefits. I've been treated well by this company. It means a lot to me that it's a family atmosphere."

Hoss's has management programs and training, and they try to promote internally as much as possible. "It gives people motivation and something to work towards. And they can set their goal whether they want to be a department supervisor or get into the management program. Many of our assistant managers have come up through the ranks," he explains.

Employees also have the benefit of discounts for themselves and their families, along with flexible work schedules. According to McIlveen, "It's important to us that our employees have outside interests. They don't have to live here."

Hoss's Steak and Sea House

441 Theatre Dr.
Johnstown, PA 15904
262-7371

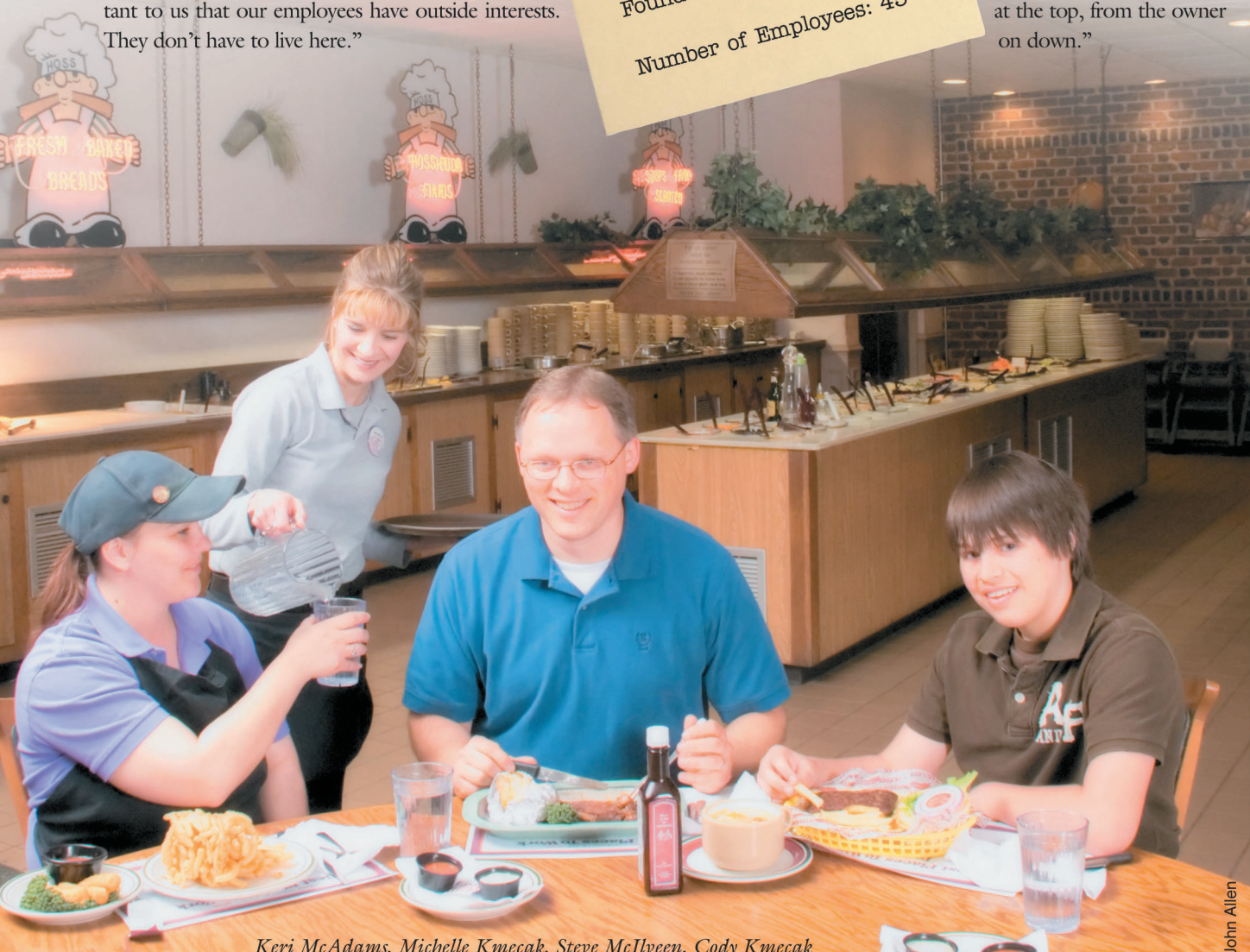
Founded: 1996

Number of Employees: 45

Not only does Hoss's value a well-rounded employee, they encourage their staff to help out in the community, too. "Employees want to be part of an organization that invests in their community. We support local charities, churches, schools and other organizations with food and with our time."

Several organizations take part in their community night fund raisers, where 20 percent of the proceeds from the night go straight to the organization.

"The best thing, though, is the family atmosphere," says McIlveen. "We try to treat our employees the way we want to be treated. And that's a philosophy our employees use to treat our guests. It starts at the top, from the owner on down."



Keri McAdams, Michelle Kmecak, Steve McIlveen, Cody Kmecak

John Allen