

STAR
— PUBS —



**WANT TO RUN
A PUB
BUSINESS?**

JUST ADD T★LENT



THINK BIGGER

So you're interested in being self-employed and running a pub business?

Well you're in the right place. Just Add Talent is an exciting opportunity that puts hard-working and talented people like you in charge of running our pubs. What's more, you'll have us by your side throughout, offering the help and support you need to succeed.

In here, you'll find all of the information on what Just Add Talent is, how it works and why it's such an incredible and unmissable opportunity. So, let's get started!

HOW DOES JUST ADD TALENT WORK?

Just Add Talent is centrally driven by Star Pubs and locally executed by you.

We provide the menus, the fantastic brands and cover the operating costs of the business excluding the staff wages and employee liability. This gives you time to concentrate on the important stuff - executing the superb retail offer and employing and managing the staff.

CAN I AFFORD IT?

£4,000 in unborrowed funds is required to enter the management agreement. Lots of people aren't able to fulfil their dream of running a pub because they just can't afford it. That's why Just Add Talent is such an exciting opportunity – Just Add Talent provides the perfect combination of our retail offer, all of the support we provide and your talent to execute it.

WHAT WILL I EARN?

You will receive 20% to 30% of the net revenue calculated on a weekly basis. From this you'll pay the pub staff, who you employ, your own income and any business expenses not covered by us. The percentage will be fixed at the start of your agreement. However, it will be reviewed on a six-monthly basis and depending on food take may be increased or decreased by Star Pubs giving notice to you. On top of that, you'll also receive a 20% share of the net operating profit, which is calculated and paid on a quarterly basis. This amount is uncapped and fixed across all sites.

AM I RIGHT FOR THIS?

If you're enthusiastic and retail focused, you're exactly what we're looking for. You don't need to have any specific industry experience, you simply need to be up for the challenge and be passionate about pubs. So, if this sounds like you, get in touch!

WHAT DOES JUST ADD TALENT OFFER?



A ready-made pub with a tried and tested food and drinks offer



The latest and best technology



We cover the operating costs of the business



Accommodation included at many of our sites



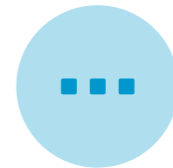
Lots of support from HEINEKEN



Extensive training for you and the staff



Uncapped profit share

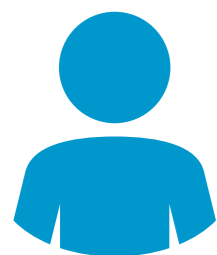


Open-ended agreement, no fixed term



HELP AND SUPPORT

If you take on one of our pubs, we'll support you in a number of ways. From investment and food training right through to financial and health and safety guidance. Just Add Talent provides the perfect combination of our retail offer, all of the industry leading support we provide along with your talent to execute it.



BUSINESS DEVELOPMENT MANAGER

You will be assigned a Business Development Manager (BDM) who'll visit the pub once a month to review the pub's performance and give you advice and guidance.



TECHNOLOGY

We'll also supply you with the best electronic point of sale, compliance and back of house management systems to help you run a profitable pub business.



MARKETING SUPPORT

You'll receive ongoing marketing support to help you attract customers and drive profits. This includes help with websites, social media, point of sale, retail calendars and glassware.

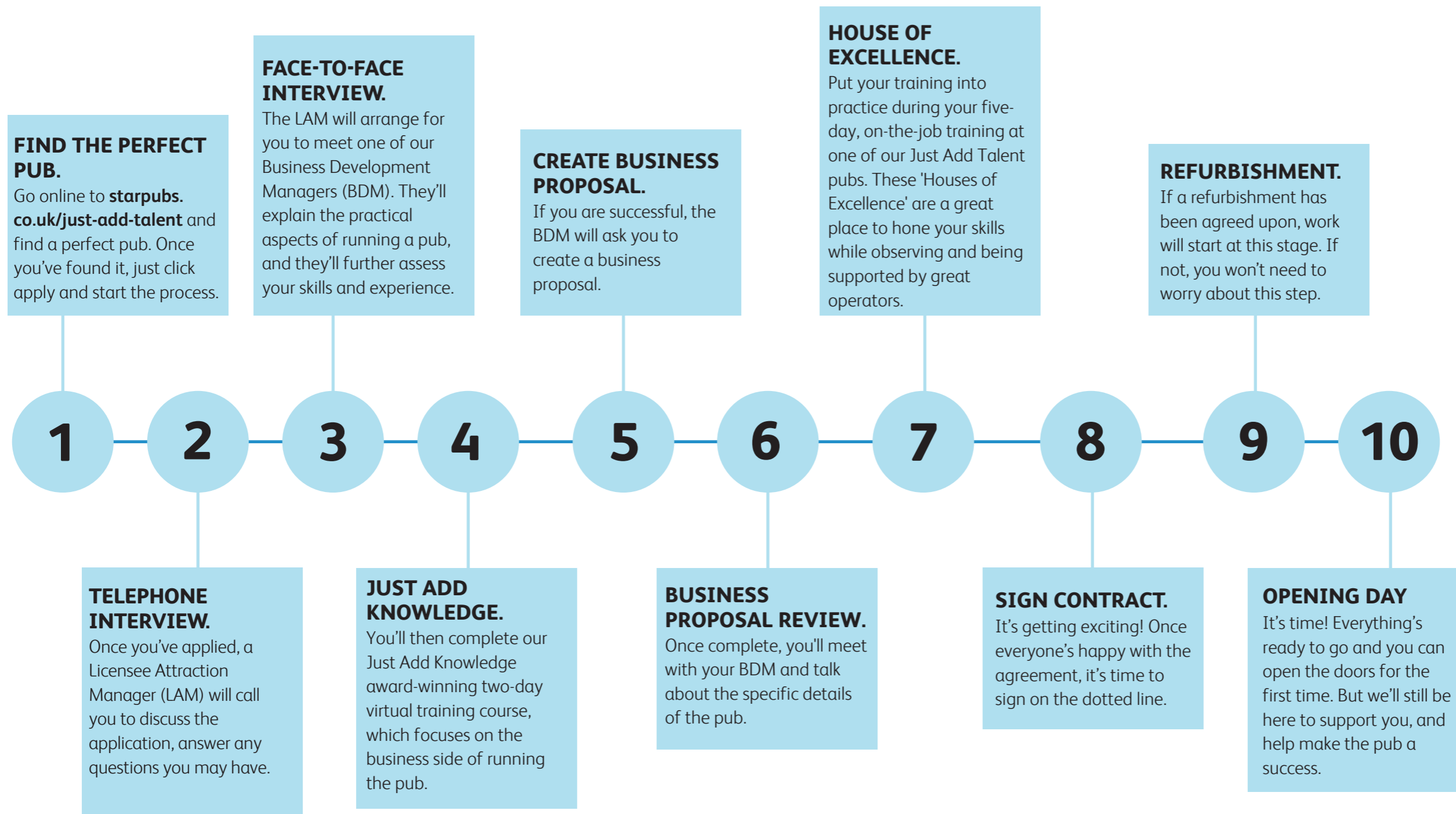
WHAT KIND OF PUB WILL YOU RUN?

We operate a range of pubs from drinks led locals to premium pubs that do a significant amount of food.

Details of each pub's offer will be available on the website and can be discussed with the recruitment team.



HOW THE APPLICATION PROCESS WORKS





FREQUENTLY ASKED QUESTIONS

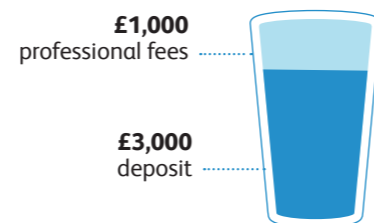
We hope that you're now getting excited about the prospect of executing the retail offer of a pub. This FAQ section will help answer any more questions you might have. You'll also find more information on our website at starpubs.co.uk/just-add-talent or by giving us a call on **08085 94 95 96**.

1

DO I NEED ANY INVESTMENT?

The business is ready to trade, you won't need to buy any stock or fixtures and fittings. However, you will need £4,000 in unborrowed funds to enter the management agreement. This consists of a deposit of £3,000 that will be held for the duration of the agreement and returned when you leave, provided there are no deductions made by us pursuant to the agreement. The remainder will go towards the business proposal creation fee with your accountants, solicitors' fees and Employer's Liability Insurance fee.

All you need is £4,000 in unborrowed funds:



2

WHAT ARE THE REQUIRED QUALIFICATIONS?

If you don't already have one, you'll need to obtain a Personal License before starting your training.

3

WHAT TRAINING WILL I RECEIVE?

We'll use our experience to provide you with industry-leading support and training, even if this is your first management agreement.



BEFORE YOU START

- 2-day virtual training course
- A 5 day "House of Excellence" training workshop at one of our established JAT pubs
- Pre-opening training for you and the staff (refurbishment projects only)



ONGOING TRAINING

Including:

- Cellar management
- Customer service
- Staff coaching
- Business leadership
- Access to our comprehensive online training tools

4

DO YOU PAY FOR MY ACCOMMODATION?

Many of our pubs come with private accommodation. If this is the case in the pub, you and your family can use the accommodation rent free. You will be responsible for insuring your possessions, council tax and your TV license.

5

IS THE AGREEMENT FOR A FIXED-TERM PERIOD?

No, it's open ended. The agreement can be brought to an end immediately at any time by Star Pubs. The operator can terminate at any time by giving 3 months' notice.



6

WILL I BE A STAR PUBS EMPLOYEE?

No – you will be self-employed.

7

WILL ANY OTHER STAFF BE EMPLOYED BY STAR PUBS?

No – it will be your responsibility to recruit and employ the staff, as well as managing the business.

8

DO I GET ANY PAID LEAVE?

By entering into a self employed management agreement you're responsible for your own staffing decisions, including your own time off but you will need to make sure there is adequate cover.

9

WHO SETS THE FOOD AND DRINKS PRICES?

We do based on our industry insight and they will be detailed by us as part of the recruitment process.

10

CAN I CHANGE THE DRINKS ON OFFER ON THE MENU?

No – the drinks to be on offer are set and will be detailed by us as part of the recruitment process.

11

DO I HAVE TO ADHERE TO SET OPENING AND CLOSING TIMES?

Yes – these will be detailed as part of the business proposal.

12

WHO PAYS FOR CLEANING AND OTHER DAY-TO-DAY COSTS?

Cleaning labour is part of the labour costs, so it is your responsibility. Cleaning products, day-to-day running costs and other incidentals will be paid by us and charged against the profit and loss of the business.

13

WHO DEALS WITH REPAIRS?

These will be paid by us and charged against the profit and loss of the business.

14

WILL I BE GIVEN ANY EQUIPMENT?

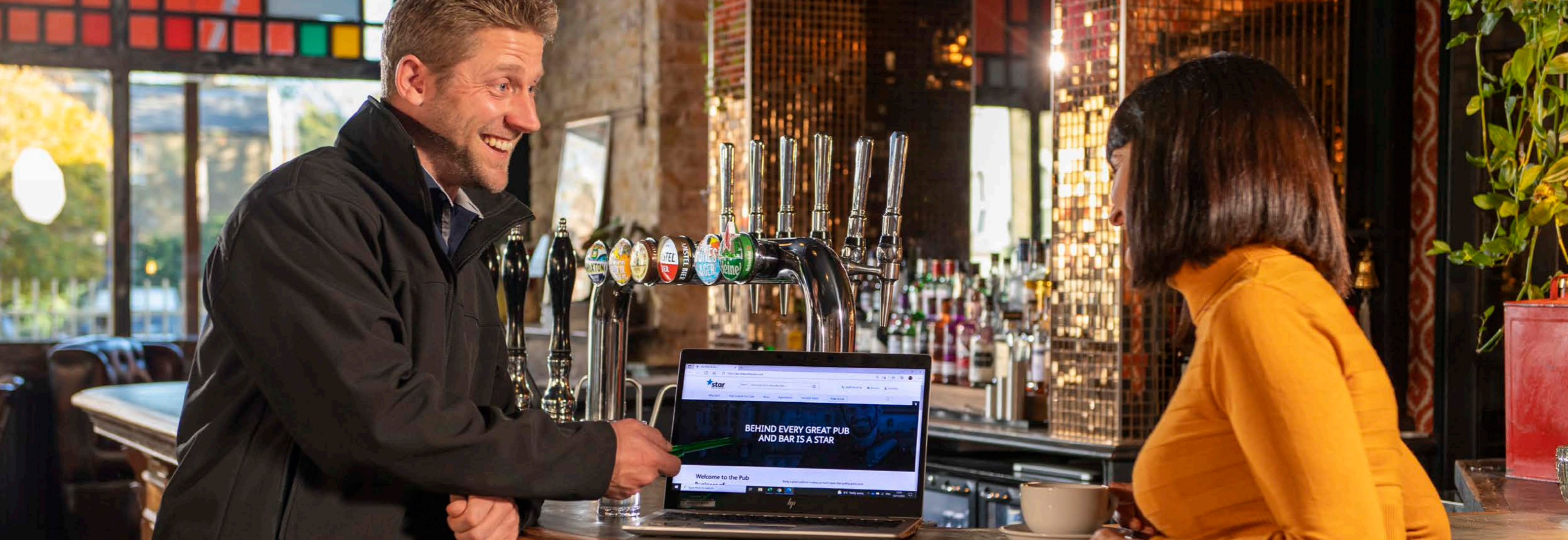
We'll provide you with the best technology to run the pub, including the necessary IT kit and Just Add Talent software. All you'll need is your own laptop or computer for applications like Word and Excel.

15

WHAT ARE THE INSURANCE REQUIREMENTS?

Employers' Liability: £5m is the minimum limit of indemnity you'll need to insure for, which is to make sure you're in line with legal requirements.

Public Liability: We'll insure for public liability to a limit of €2,500,000. By default, you should have Public Liability cover included with your Employers' Liability insurance. But it's important to double check to make sure you've got cover to protect your LTD business against prosecution. This will make sure there's no legal gap in cover, in case of a claim brought solely against you as an operator.



KEY TERMS

1. The Just Add Talent Agreement is available for application from individuals aged 18 years old and over.
2. To be considered, you will need to have £4,000 in unborrowed funds to enter the management agreement. This consists of a deposit of £3,000 that will be held for the duration of the agreement and returned once you leave, provided that there are no deductions made by us pursuant to the agreement. The remainder goes towards the business proposal creation fee with accountants, solicitor's fees and the Employer's Liability Insurance fee. The cost of taking on a Just Add Talent pub is significantly less than that of taking on a leased pub which starts at around £10,000 for a small pub and is £200,000+ for a freehold pub. More information on this can be found at starpubs.co.uk/agreements
3. The notice period for ending the Just Add Talent Agreement is three months for you and immediately by us.
4. The food and drinks offer of the pub is pre-set and will be provided as part of the recruitment process.
5. The pub running costs that are covered include stock (wet, dry and goods not for re-sale), stock taking, electronic point of sale system, telephone and broadband, gas, electric and water, marketing, pest control, washroom facilities, coffee machines, business rates, repairs, Sky (if being offered), BT Sports (if being offered), waste collections, training, music licensing, premises licensing and stationery. Costs not included are Employee Liability Insurance, staff wages, legal costs to enter the management agreement any costs related to developing the business proposal, council tax and contents insurance for any living accommodation.
6. Whilst executing the retail offer of a Just Add Talent pub, you are paid a percentage of net turnover, calculated and paid on a weekly basis. This percentage is determined on a site-by-site basis at the start of the Just Add Talent Agreement and will only change if the food mix and turnover do not meet our expectations. You are paid 20% of the net operating profit calculated and paid on a quarterly basis. This amount is uncapped and fixed across all sites.
7. Many of our Just Add Talent pubs include accommodation and when this is the case, you can use accommodation rent-free although you will be responsible for insuring your possessions, council tax and your TV licence.
8. You will be self-employed, responsible for recruiting the staff, looking after marketing and finances and all other day-to-day activities.
9. Additional support will include a Business Development Manager who will visit the pub on a monthly basis to review the pub's performance and give you advice and guidance and on-going marketing support which will include website, social media and point of sale materials.
10. Property Damage and Business Interruption:
 - HEINEKEN UK insure the property, our fixtures and fittings, stock and our loss of revenue, including cash stored in the safe.
 - You are responsible for organising insurance to cover your contents and takings stored on the property.
11. You must have employer's liability insurance.
12. Your business must be set up as a Limited Company and that Limited Company must be VAT registered in the UK.



The Lord Reresby
TOM
MANAGER



“Just Add Talent has given me the support and confidence to employ my own staff and manage a pub business”
– Tom Parol, The Lord Reresby, Thrybergh

THINK BIGGER WITH A JUST ADD TALENT MANAGEMENT AGREEMENT

Pick up the phone, email us or visit the website to see what amazing opportunities we have in your area. We'll help you find the right pub on a management agreement to suit you. You might even find an exciting pub prospect takes you further than expected. Your future stars here with Star Pubs.



Phone

08085 94 95 96



Website

www.starpubs.co.uk



Email

pubrecruitment@starpubs.co.uk