

Employment Non-Negotiables:

Name _____ Today's Date _____

Miracle appreciates your interest in employment with us. We pride ourselves on our quality of food and hospitality. Please read the following requirements of employment and feel free to discuss any of these with the hiring manager.

1. Miracle uniform requirement consists of **black pants** (slacks or dockers), black or brown shoes or boots (no sandals or canvas) and socks. We will provide a clean shirt(s), name tag and hat. You may be required to agree to a "Voluntary Merchandise Employee Deposit With-Holding in which Miracle may with-hold a refundable deposit of \$30.00 for company merchandise.
2. Miracle requires you to come to work in a clean, wrinkle free uniform demonstrating good personal hygiene habits. Men must be clean-shaven; however, a neatly trimmed mustache is permitted. Ladies may not wear nail polish or wear excessive jewelry, one ring per hand is the maximum. If hair is long it must be worn pulled back off of your shoulders and out of your face. Any facial piercing jewelry must be removed while working.
3. Transportation to and from work for your scheduled shift is required. We do not pick up or drop off employees.
4. As a condition of employment, Miracle may run a criminal background check, paid for by you. Miracle may run this criminal background with your consent with the agreement that the cost may be deducted from your paycheck.
5. You must be able to provide two forms of identification one with a picture and one with your social security number on it.
6. Miracle is a drug-free environment. This is a no tolerance agreement.
7. Miracle employees are expected to arrive to work on time for scheduled shifts and are expected to work the entire shift.
8. Miracle promotes teamwork and we expect our employees to promote the same team attitude.
9. Miracle expects **SMILES** to be part of the uniform, worn daily while working. Miracle believes in the principles of **RED HAT SERVICE** of which you will learn and execute on a daily basis as part of your job duties.
10. Breaks are not permitted between 11 a.m.-2 p.m. or 5-8pm.
11. Part of Miracle cleanliness program requires all employees to participate in the following activities: sweeping, mopping, cleaning restrooms, picking up parking lot trash, making trash runs and washing dishes.
12. Profanity will not be tolerated within the restaurant and may be a cause for termination.
13. Phone use is not permitted unless it is an emergency. Personal phone calls may not be made or received at the restaurant.

This form is designed to give prospective applicants, and employees of Miracle, an idea of what Miracle requires from our employees.

I here-by agree to the terms set forth in this letter:

Signature

Date