EMPLOYEE HANDBOOK

{YEAR}

CONTACT INFO
# Table of Contents

- WELCOME ................................................................................................................................. 3
- MISSION ....................................................................................................................................... 3
- OVERVIEW ................................................................................................................................. 3
- WHO ............................................................................................................................................ 3
- WHAT ........................................................................................................................................... 3
  - PRODUCT OVERVIEW ............................................................................................................ 3
  - CORE VALUES .......................................................................................................................... 3
  - LEADERSHIP TEAM ................................................................................................................ 3
- (COMPANY) CULTURE .................................................................................................................. 4
  - CONTRIBUTE .......................................................................................................................... 4
  - W.I.T. (WHATSOEVER IT TAKES) ............................................................................................ 4
  - LOOK FOR SOLUTIONS, NOT PROBLEMS ............................................................................. 4
  - BE EARLY AND BE READY ....................................................................................................... 4
  - BE NICE, BE RESPECTFUL ....................................................................................................... 4
  - EMBRACE UNIQUENESS AND DIVERSITY ............................................................................ 5
  - KEEP YOUR APPEARANCE APPROPRIATE ......................................................................... 5
  - LEAVE YOUR BAGGAGE AT THE DOOR .............................................................................. 5
  - PRACTICE LEADERSHIP ......................................................................................................... 5
  - TAKE PROBLEMS TO THEIR SOURCE .................................................................................. 5
- YOUR FIRST DAY ......................................................................................................................... 5
  - IMPORTANT DETAILS .............................................................................................................. 5
- BENEFITS & PERKS .................................................................................................................... 6
  - TIME OFF - WE ALL NEED IT! .................................................................................................. 6
  - HOLIDAYS ................................................................................................................................ 6
  - MEDICAL BENEFITS ............................................................................................................... 6
WELCOME
We are excited to welcome you to [COMPANY]. As a valued part of the team, we hope you will share our goals to success. [COMPANY] is committed to the highest quality of service in all aspects of our business. We hope you have a long and successful career with us.

MISSION
*Delivering value through quality products at affordable prices*

OVERVIEW
The {COMPANY NAME} Employee Culture Handbook (the “Handbook”) has been created to provide general guidelines about {COMPANY NAME}’s policies, benefits and expectations. It is a guide to assist you in becoming familiar with WHO we are and WHAT we do as well as sharing some of the culture, privileges and obligations of your employment with {COMPANY NAME}.

WHO
Founded in {YEAR} by {PERSON OR PERSONS}, {COMPANY} has:
- Served XXX Clients
- Grown from X employees to XX Employees {YEAR}
- Produced {X}
- Expanded to {XXXX and XXXX}

WHAT
PRODUCT OVERVIEW
{PRODUCT/SERVICE}

CORE VALUES
{COMPANY} and its employees have a:
- commitment to integrity;
- commitment to quality;
- commitment to innovation and excellence;
- and a commitment to building strong communities.

LEADERSHIP TEAM
CONTRIBUTE

{COMPANY} believes every employee is equally important and we want you to participate and get involved. Speak up, give your opinion, make suggestions. Don’t wait for someone to ask your opinion. Jump in and contribute!

W.I.T. (WHATEVER IT TAKES)
Great results come from teams where individual members are motivated and willing to do whatever it takes to make things happen. Having a willing attitude makes teamwork happen.

LOOK FOR SOLUTIONS, NOT PROBLEMS
Problems will arise. Don’t look who is to blame, work together to find a solution.

BE EARLY AND BE READY
Everyone wants to work with a team where everyone can rely on each other. We believe in advanced preparation so others don’t wait on us. It starts first thing every day. That’s why we all agree that “When you’re early you’re on time, when you’re on time you’re late, and when you’re late you’re lost.”

BE NICE, BE RESPECTFUL
Everyone likes to be treated with respect. Saying “please” and “thank you” demonstrate an attitude of respect and cooperation. Even though we may not always agree with each other, we work out our differences and
always give each other the benefit of the doubt. We keep all our verbal and non-verbal communication on a respectful level and treat each other in a manner that we would like to be treated. In fact, we are respectful even when others are not respectful to us. We are always on our “A” game.

EMBRACE UNIQUENESS AND DIVERSITY
We are a diverse and inclusive company. We want everyone to feel safe to contribute in their own unique way, to ask questions, to be curious, and to grow. We make it a habit to listen without judgement and to focus on the good things people do. We don’t judge and we don’t boss. We DO give positive praise and perform random acts of kindness.

KEEP YOUR APPEARANCE APPROPRIATE
Your appearance, behavior, and personal habits create the image which customers will remember most. You should come to work each day properly groomed, appropriately dressed and ready to make a great first, second and never ending impression.

LEAVE YOUR BAGGAGE AT THE DOOR
As team members, we bring the best of who we are to work each day by “leaving our baggage at the door” and not allowing issues in our personal life to negatively affect other team members.

PRACTICE LEADERSHIP
We are a practice of servant leaders. Team members are humble and set an example of kindness, support, and inspiration in every way. We are even-keeled, even-tempered, and predictable. We do the right thing, even when no one is looking. We serve others and want the team to succeed and we don’t seek individual credit.

TAKE PROBLEMS TO THEIR SOURCE
When teams progress and work together, sometimes there may be differences of opinion or misunderstandings. Those can be times of great growth. If you have a problem, go to the person it involves. It is unacceptable to spread gossip or talk behind a person’s back. Always go to the source of the problem, have a conversation, and find a solution so the team can fix it, grow and move on. If someone comes to us to discuss another team member, we always say “I think you should talk to him/her directly about this, instead of me.”

YOUR FIRST DAY
Welcome to {COMPANY}! Your success is important to our success! We hired you because we believe you are a great fit for {COMPANY}

Please arrive at {XX}. You will be introduced to the rest of the team, get a lay of the land and go through an initial orientation to learn more about {COMPANY} and finalize any paperwork with HR. Lunch {will / will not} be provided.

IMPORTANT DETAILS
• Each department has their own schedule. Some departments allow flexi hours which you can discuss with your supervisor. Core hours are 8:00am to 5:00pm.
• Parking is provided onsite (off site at xxx), a parking pass will be provided to you.
• Everyone needs a break, but keep it short in consideration of your co-workers.
• A paid 30 minute lunch break is factored into your schedule.
• You will be paid on the 1st and 15th of each month.
• Coffee and water are available in the breakroom. There is a shared refrigerator and a place to lounge when on break.

BENEFITS & PERKS

TIME OFF - WE ALL NEED IT!
After 90 days of employment you will be eligible to PTO. PTO combines vacation and sick days and you will be eligible for 10 days PTO in the first year, increasing by 3 days each year worked with a maximum of 30 days.

HOLIDAYS
There are 7 paid holidays each year:
New Years Day
Martin Luther King Day
Presidents Day
Memorial Day
Independence Day
Thanksgiving Day
Christmas Day

MEDICAL BENEFITS
Employees working more than 30 hours have access to additional benefits. Information will be provided to you when you become eligible.