



**Avanti's maintains specific policies in an attempt to assist employees in adhering to specific standards of conduct. These policies are in place to preserve Avanti's reputation and prevent adverse consequences to all parties involved. I understand that this is not a contract or a guarantee of being hired, but a standard of expectations that I am agreeing to if I am hired. If I am hired by Avanti's, I will:**

- Arrive to work on time and ready to work, neat and well-groomed according to the Avanti's dress and appearance standards
- Genuinely greet and interact with all guests and employees of Avanti's
- Proactively handle all guest requests or concerns with caring and fairness
- Ensure the restaurant's appearance and cleanliness by upholding the highest standards
- Hold myself accountable for my own attitude, behavior and standards
- Take pride in working for Avanti's
- Work well and communicate with people of all backgrounds
- Deliver exceptional service in any and all areas of the workplace
- Work as a team and help out other members of that team whenever needed
- Avanti's wants to ensure that our employees remain safe and injury-free and for that reason we require our employees to purchase shoes from our vendor, *Shoes for Crews or Sure Grip Shoes*, upon agreeing to work with us. It is the employee's responsibility to pay for these shoes.
- I will wear the required uniform for the position if I am hired. This includes, but is not limited to: shirts being tucked in, socks at all times, small earrings of the post variety and no other body piercing jewelry will be allowed while on duty (eye brow, nose, tongue or other visible piercing are not allowed on duty)
- I understand the Avanti's Ristorantes and Avanti's Dome are Drug-Free Workplaces and that random and reasonable suspicion testing may be done
- I understand that Avanti's has a class called X Factor and I will, at some point during my employment, be required to attend the class and following excellent customer service standards at all times
- I also understand that it is a requirement that I take the Food Handler Course and BASSET (for certain staff members) and receive certification at my own expense in the first thirty (30) days of my employment

The successful business operation and reputation of Avanti's is built upon the principles of fair dealing and ethical conduct of our employees. Our reputation for integrity and excellence requires careful observance of the spirit and letter of all applicable laws and regulations as well as a regard for the highest standards of conduct and personal integrity.

### The Avanti's Standards

I acknowledge that by signing this form, I am agreeing to comply with the standards presented above as well as all of the policies and procedures of Avanti's if I am hired to be a team member.

SIGNATURE \_\_\_\_\_

PRINTED NAME \_\_\_\_\_

DATE \_\_\_\_\_