Welcome to the Beach Shops!

Forty Niner Shops Renamed to Beach Shops

Beach Shops,

effective Summer 2023

Introduction

The Beach Shops

| Our Organization | |
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| Mission | |
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Vision

| Innovation: | | |
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| Courage: | | |
| Communication: | | |
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Our General Employment Policies

| The Employment Relationship | |
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Equal Employment Opportunity

Employee Classifications

Full-Time Positions
Full-Time Hourlyand Salaried(Non-Exempt) Employees



Rest Breaks

Number of Rest Breaks

| Second Meal Period |
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| Timing of Second Meal Period |
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| Recording Meal Periods |
| Non-exempt employees are not allowed to work "off the clock". All work time must be accurately reported on your time card. If your supervisor or manager has asked you to "work off the clock" please notify Human Resources at (562) 47853 or vief 7fy9.58 -194 (d)1 ay bEe |
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| Timekeeping Requirements |
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| Employees are not allowed to work "off the clock". Working off the clock violates Beach Shops policy. |
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| Lactation Accommodation |
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Employee Discounts

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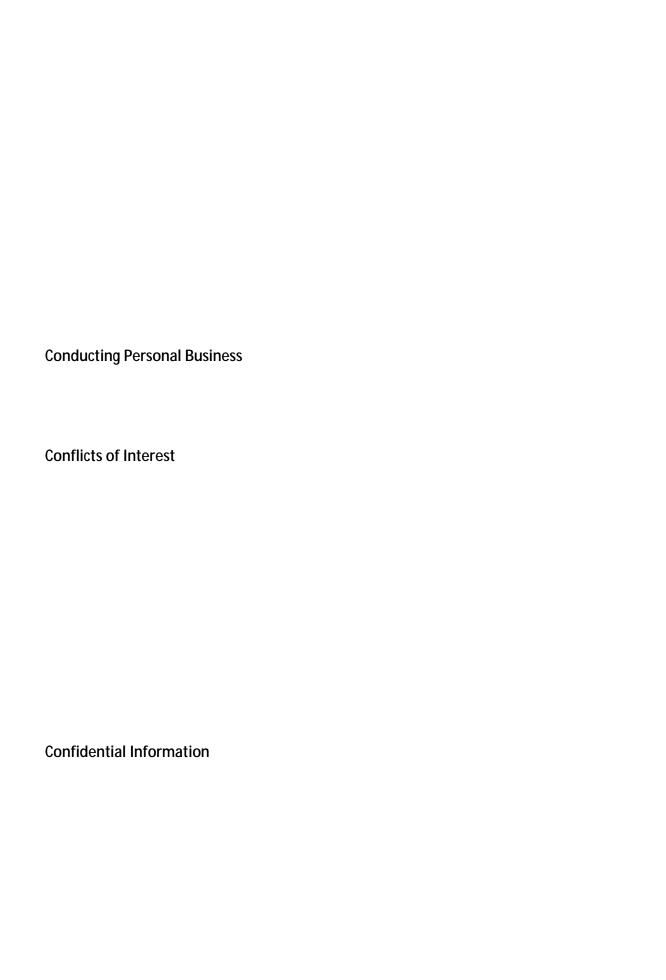
Employee Conduct

Punctuality and Attendance

| Absences protected by local, state and federal law do not count as a violation of the punctuality and attendance policy. Paid sick time protected under state and local law does not count as a violation of this policy. |
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| Identification |
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| Dress Code and Other Personal Standards |
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Business Conduct and Ethics



Electronic Communication and Cell Phone Use Electronic Communication

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Prohibited Conduc (o)()TEM

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Off-Duty Conduct

Open Door Policy

1. Employee Coaching

Employee Safety

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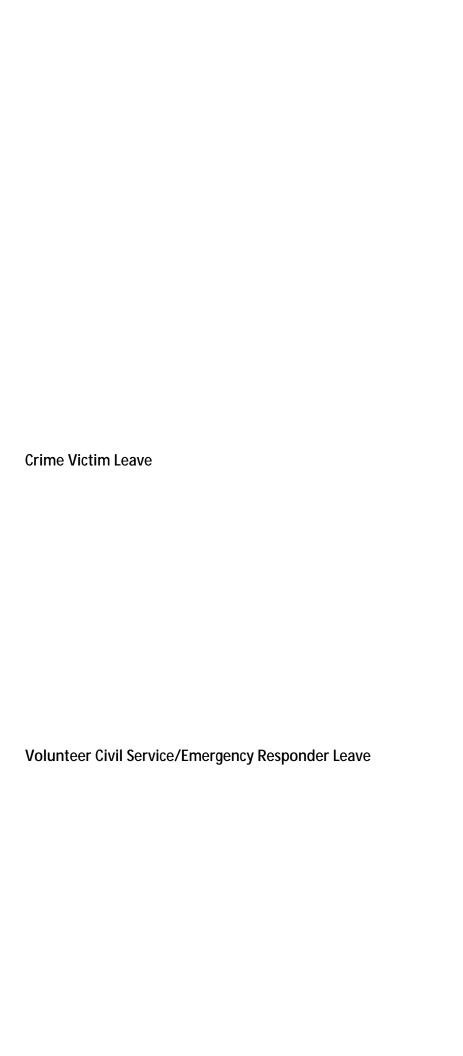
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Sick Leave and Leaves of Absence

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Organ Donor/Bone Marrow Donor Leave

21 Tips for Excellent Retail Customer Service

ABC's of Beach Shops Customer Service

Contact Information