

Welcome to Domino's!

We are excited to have you join our team! Our goal is to outperform our competitors on quality, speed and customer experience. As a Delivery Driver, a CSR, or an MIT, you are an important piece of our operations. Tag Team Pizza has built success on promoting great people from within the company, rather than hiring outside of Domino's to fill higher positions. If you are interested in building a career within our company, there are always opportunities to grow and succeed here. Remember, there are no stupid questions and every person you're working with was new at some point. You don't know until you ask, and everyone is here to help you learn.

PERFECT IMAGE - UNIFORM EXPECTATIONS

- Domino's Hat/Visor (Beanies available for purchase for weather below 50 degrees, \$8)
- Domino's Shirt
- Undershirts must be solid black or white. No patterns or other colors. Gray is not approved.
- Black Pants/Shorts (No sweats, leggings, athletic shorts, faded denim or ripped pants)
- Black Belt (If shirt is tucked in)
- Comfortable closed-toe shoes (Non-slips aren't required, but recommended)
- Long hair must be tied back and kept off the neck
- Facial hair cannot be longer than 1" per food safety standards
- Personal jackets are not to be worn, unless under a uniform shirt and are solid black or white.
- Store approved Domino's jackets are provided by the store for delivery drivers to use. They are available for purchase if you would like your own personal jacket
- Aprons must be worn during food preparation and handling

If you are not in uniform when you come to work, you will be asked to go back home and change. You will not be able to clock in until you are in uniform.

ATTENDANCE/TARDY POLICY

Employees are expected to be at work, in uniform, and ready for work when their scheduled shift starts. An employee who does not report to work, is more than 5 minutes late, or does not remain at work on a day they are scheduled to work will be charged an unexcused absence unless dismissed by the store manager.

Employees will need to provide documented proof of the reasons for the absence or tardiness if requested by an immediate manager (such as a doctor's note, car mechanic bill, etc). Providing such documented proof does not mean that the absence or tardiness will necessarily be "excused".

Failure to provide proper documentation will result in an absence or tardiness being counted as "unexcused" which will require the Company to take corrective action against the employee. Three unexcused absences will be considered job abandonment.

PROGRESSIVE COUNSELING/CORRECTIVE ACTION

While Kansas is an at-will employment state, we follow a progressive counseling documentation policy. A verbal warning, written warning, and final written warning will typically be given before an issue results in suspension / termination.

HARASSMENT/BULLYING/DISCRIMINATION

There is no tolerance for harassment or bullying. Any form of harassment relating to race, color, religion, nationality, sexual orientation, gender identity, pregnancy, medical conditions, age, disability, handicap, or any other protected category will be handled as a disciplinary matter. If you have witnessed or experienced any form of harassment, please report immediately to your GM and/or DM.

FOOD SAFETY

You may notice that our pizza makers do not wear gloves, do not be alarmed! Because our food products are pre-cooked and kept at safe temperatures, we are required to follow strict hand washing standards instead of wearing gloves. Employees should never touch food with their hands after it has come out of the oven. Between every task employees must wash their hands to maintain safe food handling.

DRIVER SAFETY

While robbery is not something we experience often, it is vital we follow safety protocol to reduce risk and severity of potential robberies. Drivers carry only \$20 in cash on their person to make change for cash orders. We have lockers for drivers to drop any other cash they collect during their shifts. Please bring a lock to secure your cash locker. In the event of a robbery, you are not responsible for that \$20 taken. Any deliveries that feel unsafe do not need to be completed, especially if the customer does not answer the door or the phone. If at any point you feel your safety is at risk, return to the store and do not complete the delivery. Your safety is more valuable than a pizza delivery. Never leave your car running, unlocked and unattended.

DELIVERY APP (DRIVERS)

Delivery Experts will be required to download and use the "Delivery Experience" App. It helps streamline the delivery process and gets you on the road faster. More deliveries can lead to more tips!

TIPS & MILEAGE (DRIVERS)

All of our locations pay out tips and mileage reimbursement daily on an assigned Netspend card. Funds will be paid out around 3:00 AM the following morning. Your manager can tell you the exact amount you will receive upon completion of your shift. You may opt out of the card if you would prefer your tips and mileage added directly to your paycheck instead.

COMPENSATION AND BENEFITS

- We are paid bi-weekly on Fridays. If you have a personal bank account, you may submit that information from the tagteampizza.com/newhire link. If you need a pay card, one will be provided for you.
- All employees receive 50% off regular menu price from our entire menu for carry out at any Tag Team Pizza location, on or off the clock.

HEALTHWORX

HealthWorX is free basic health benefits subsidized by the government that covers most basic and preventative care, all employees working > 30 hours a week are automatically included and covered. If you are not interested in this coverage you have the option to opt-out. Having a previous Healthcare plan does not conflict with having HealthWorX. Ask your GM or DM if you have any questions regarding HealthWorX on your pay stub or call their toll free number for any other information. (888) 530-2586

- o \$20 Copay for Doctor Visits / \$40 for Specialist Visits
- o Telehealth
- o Prescriptions through GoodRX
- o \$5,000 Life Insurance Policy
- o Hospital Indemnity
- o \$392 Non-Taxable Subsidy (\$392 taken off taxable income per check)

PARTNERS FOUNDATION

Partners is an optional payroll-deduction program that offers financial support to any team member around the world following on-the-job accidents, a fire, natural disasters, medical emergencies or the death of an immediate family member. Thousands of employees are assisted by Partners every year.

Any current Domino's team member is eligible to receive financial help. The payroll deduction program is completely optional. You can still receive assistance without being enrolled in the program.

MANAGER DEVELOPMENT PROGRAM (MDP)

Did you know that 90% of Franchisee's started out as a Delivery Driver? We pride ourselves in developing our leaders from within, and providing our Team Members with the opportunity for growth and development. Ask about our Management Developer Program, and you can start working your way towards the top!

The program consists of 4 levels requiring a combination of: Hands on Training, Online Courses, Assessments, and Evaluations. You will receive a pay increase upon the completion of each level. If you are interested in becoming a Manager in Training (MIT), or potentially working towards being a General Manager in the future, please ask about this development program.

Welcome to the Team!