

PARTNER UNDERSTANDING SHEET

The positive personalities of our partners and shops make the job easier and more enjoyable for everyone.

Professionalism-To make our jobs easier and to get respect from our customers, remember that your appearance and language help establish a positive personality for both our customers and partners.

First impressions in a food business like ours mean everything. A neat and clean uniform, including a Stewart's issued shirt, fleece, hat or visor, name badge, ribbon, pendant, a Stewart's approved face mask (when required), appropriate pants (no jeans, capris, sweatpants, or shorts), proper footwear (no crocs, sandals, open toe or high heeled shoes), good personal hygiene, and appropriate jewelry help to create a positive first impression. The use of profanity, talking or texting on cell phones, wearing earbuds or eating behind the counter, when the customers can see you, hurts your/our reputation and atmosphere.

We work in small groups of only 1 or 2 people, where fairness and cooperation are essential and where everybody knows who is helping or hurting our shops' personality. In fairness to our customers and partners, if you cannot work or are going to be late due to illness or an emergency, you must make a reasonable attempt to find a replacement and call the manager. If you cannot get a hold of the manager, please call another partner who is on duty. A no call / no show is unfair to your partners and customers that it will lead to disciplinary action up to and including termination.

It is important that you are paid accurately each week, please change the schedule to reflect the hours you actually worked in a given week.

To avoid any confusion or frustration in your job, we would like you to have approval from your department head, or manager, and report to the Personnel department, any gifts, entertainment, services, or products you receive while working. This does not stop you from receiving these items, but if you are hesitant to report them, then you know you should not be accepting them.

Security - The best way to ensure a safe environment for everyone is by prevention and awareness.

We have a lot of systems in place to accurately measure our marketing and sales progress and to prevent theft. We use an accurate accounting system, partner reports, shopper programs, key checks, audit programs, and cameras. We ask all partners take some personal responsibility and be a part of this program. Unfortunately, when you fail to adhere to the program, you put your job at risk and create temptation that could lead to someone else's termination. This personal responsibility is what makes your job more interesting and rewarding.

You will not be asked to perform any transactions over the telephone (i.e. money cards, phone cards) by anyone, including a Stewart's representative. If someone calls the shop, claiming to be a Stewart's partner, asking you to perform a transaction over the telephone, hang up and contact your Shop Manager/District Manager immediately.

For the customers' and the partners' safety, security pendants are to be worn at all times and the safe is to be locked.

To protect yourself, partners, and customers, unauthorized people are not allowed in the backroom, office, or behind the counter when the shop is open, or anywhere in the shop when it is closed. Off duty partners should not be behind the counter, in the office or performing any work duties. All deposits are to be taken to the bank according to the shop/district policy and are to be verified by 2 partners.

Register Procedures - Help to ensure accuracy for our customers and the shop operation.

To avoid any confusion and to prevent any problems, all customer and personal transactions are to be immediately scanned /or rung into the register. You may not cash personal checks for partners or customers. Not scanning or ringing sales or deliberately miss-ringing/scanning is considered falsification of business records and can be a Class E felony.

To establish accountability, the partner number is to be used only by the person that it's assigned to. Partner reports should be reviewed and signed by you and another partner and saved. Register void receipt slips and discount slips should be saved, not destroyed or tampered with.

To avoid any misperception of honesty by partners or customers, you may not purchase or use Lotto or Lottery while you are working.

ID'ing – To keep alcohol, tobacco and lotto/lottery out of the hands of any minors in our communities we have to ID consistently.

Stewart's requires you to ID everyone under 30 **consistently** so we do not sell alcohol or tobacco to anyone under the age of 21 and Lottery and Lotto to anyone under the age of 18 (even if you know they are of legal age to purchase). Also, many of our customers shop in more than one store where the partners may not know them. Training our customers to have their ID ready will avoid putting the customer and another partner in an uncomfortable situation.

Government and company sting operations are conducted with penalties that can result in your arrest and prosecution in addition to a fine and loss of license for the company. Our registers record the number of times a birth date is entered (day, month, and year) so we can ensure each partner is ID'ing properly.

I have read, understand, and will follow the guidelines outlined above and in the Stewart's Shops personnel manual. I also understand that failure to do so can result in disciplinary action up to and including termination.

Print Name _____

Signature _____

District/Shop _____

Date _____

PARTNER PRODUCT DISCOUNT

In an effort to clarify our Partner Discount program so it is understandable and fair for everyone, we have created the policy below. The Partner Discount Program is designed to provide a discount on products for our partners who want to have something to eat or drink while on break or when they are off duty. It hurts not only your shop, but also the rest of the company if someone takes advantage of this benefit and starts to abuse it.

The 50% discount encourages our partners to try our food. It gives you a fair price for your meals and makes it easier for you to sell something to our customers that you have tried. It applies to the products listed below when they are consumed immediately in the shop by on duty shop partners, drivers as well as corporate and district personnel working in the shop.

The 50% discount is only on:

Dip - All products

Coffee – All products

Food to Go - All products (Daily pastry/lunch promos included)

Dairy - Stewart's Milk Refreshers
Parfaits, and Pudding

Beverage - Stewart's 20 oz. Soda, 1-liter Seltzer, X-treme,
Impact, and any 16 oz., 20oz, or ½ gallon Refresher
(excluding ½ gallon apple and orange juice)

All other eligible items are 10% discount only.

***Due to the fees that the shop pays on credit card transactions, the 50% employee discount is only given on cash, or Stewart's My Money Card transactions. (Partners can use the ATM to get cash or credit card to purchase a My Money Card)

By purchasing products in your shop, you get a 10% discount, and you add to your shop's growth incentive. The 10% discount is given on cash/credit/debit card transactions, or EBT. Discounts are for employees only.

Due to the low Gross Profit dollars, we cannot allow a discount on:

Magazines, Newspapers, Lottery, Lotto, Gasoline, Gift Certificates, Gorilla Items, All Promotional Items, 2 tier priced product, tobacco (including smokeless), and Milk Club purchases.

All personal transactions must be paid prior to consumption and made through another partner who is on duty. If you are working alone, ring up the sale and tape the receipt to the product.

When partners make a purchase, you should use the 50% (C/Disc) or 10% (Disc) key whichever applies – no M/D.

To avoid the perception of dishonesty, partners should not be eating or taking home out of code product. Any out of code or damaged product should be thrown out, donated to a Food Pantry or returned to the Plant.

Our customers get a negative impression when someone is eating or drinking behind the register. This hurts the atmosphere that makes our jobs easier and more enjoyable.

Register receipts should be signed by the partner who is purchasing the product and attached to your partner report. A second copy of the receipt should be attached to the product.

Receipts will be reviewed to see that the guidelines have been followed.

Failure to follow the guidelines of this program has a negative impact on our shop's profitability and growth sharing. It can also lead to disciplinary action including termination, arrest, and prosecution, which could permanently damage your reputation. When you think about the negative impact on you and the rest of the shop, is it worth the risk involved?

Print Name _____

Signature _____

District/Shop _____

Date _____