

# FUNLAND

## DRESS CODE/ APPEARANCE CODE

### Overview

Quality service begins with the first impression you make on each guest. You should look your best at all times while on the job. This is FUNLAND's definition of "looking your best," not yours.

#### Tan/ Khaki Colored Shorts



Funland requires shorts to have a minimum inseam of at least 4 inches. Shorts should not extend past the knee.



### General Information

Hair should be clean and neat, not interfering with your vision or job duties. Hair must be secured and away from the face when working in the food cart. Hair may only be a natural color and eccentric styles are not allowed. Some examples not allowed are red, purple, green, cut outs, designs, mohawks, excessively spiked, etc. Visible tattoos are allowed after approval from the Personnel Manager for appropriateness. If a tattoo is deemed inappropriate due to content, size or location, the employee will be required to cover it. Acceptable ways to cover a tattoo include makeup, band aid, ace bandage or a body sleeve type covering. Rings or other objects piercing the lip, tongue, eyebrow or any other visible body part are not permitted. There is an exception for piercings of the nose and ears. A small nose stud piercing the nostril is allowed but must be approved for size. Earrings should be small and not present a safety issue. No more than two earrings are allowed per ear.

### Jeans/ Pants

Blue jeans should be a solid blue. We do not want white, light blue, black, stone washed, bleached, etc. No tan pants. If you have any questions about a pair of jeans please see the office.



Stretched piercings are not permitted for the tongue or lip. Any stretched ear piercings will be evaluated on an individual basis. If approved, plugs must be a natural color, flesh tone only. Failure to adhere to Funland's appearance code will result in progressive disciplinary action and may result in termination from employment.

### Men

Males are allowed to have a fully grown in and maintained beard, mustache or goatee. It must be neatly trimmed and cannot present an unkempt appearance at any time. All facial hair must be grown in and maintained at approximately 1/2 of an inch in length. A well groomed beard has defined cheek lines and a neckline that is trimmed neatly. The neck must be shaven. Mustaches must not extend past the corner of the mouth. If an employee shaves off all facial hair, it must be regrown during time off such that it is well-grown and established upon return to work. A few days of forgetting to shave does not allow for acceptable facial hair and will result in progressive disciplinary action.

### Women

For women, jewelry and makeup must be kept to a minimum. Dangling earrings, necklaces and bracelets are dangerous around the machinery and should not be worn. Earrings may not be any larger than a quarter in size. No more than two earrings may be worn in each ear.

### Uniforms

The FUNLAND uniform consists of the red FUNLAND shirt (provided by FUNLAND) and tan, khaki or beige shorts (provided by the employee). Funland will provide each employee with three red Funland shirts. Shirts need to be neat and clean with the shirttail **always** tucked in while on property. If your shirt is clean but appears dirty due to stains, discoloration, tears, pulls, etc please exchange it for a new shirt in our office. If you

have purchased a Dri-Fit shirt and it is clean but still appears dirty due to stains, discoloration, tears, pulls, etc Funland will ask you to stop wearing it. You can wear the standard shirts or choose to purchase a new Dri-Fit shirt. Funland is not responsible for replacing Dri-Fit shirts that become damaged or unclean in appearance. No employee should roll his or her shirtsleeves over the shoulder. The shirt collar is not to be worn up. If you would like to wear a t-shirt under your red FUNLAND shirt, it must be white and no visible writing should be seen.

Funland requires employees to provide tan, khaki or beige shorts as part of the uniform. Funland requires a minimum inseam of at least 4 inches and shorts should not extend past the knee. Please see the approximate color sample on the first page when you are looking for shorts. It does not have to match perfectly but please avoid dark khaki or army green.

For safety reasons, we ask that you wear comfortable sneakers with laces tied. No sandals, flip flops, slip-on shoes or ballerina flats are allowed! Shoes must have a closed heel and a rubber sole. The only exception to this is if you are scheduled to work Frog Bog, then you may work in bare feet, sandals, flip flops or sneakers. When you are off property after work, we ask that you do not wear your FUNLAND shirt. If you are planning on going out after work, please bring something to change into.

Funland has added a baseball hat to our uniform and it is available for purchase. Like Dri-fit shirts, they are optional and not required. Hats are to be worn forward facing only and should not have a tight curl on the brim. Hats should appear clean and without visible stains.

You will be required to wear a name tag as part of your uniform. It should be attached to your shirt collar opposite your FUNLAND logo. If you lose your name tag, you will be charged \$5.00 for a replacement. You should never wear a name tag other than your own. Affixing any stickers, labels, emblems or adornments to your name tag is not permitted and will require you to purchase a new name tag.

In cool weather, you may wear extra clothes under your green FUNLAND windbreaker or raincoat. Please make sure to have extra layers/pants available so you can stay warm. This is your responsibility not Funland's. Windbreakers and raincoats are not to leave the park and need to be returned to office at the end of each shift. Blue jeans may be worn instead of shorts during these times as well. Jeans must be presentable and without patches, holes or rips. When the weather is consistently warm, an announcement will be made that jeans are not allowed moving forward. After that point

the office staff will monitor the weather and determine if jeans are allowed for a given day or for the remainder of the season. This will be communicated to the entire staff.

Anything which is not part of your uniform such as scarves, hats or buttons may not be worn. Remember that your uniform identifies you as a FUNLAND employee both on and off the job. Please speak with Chris regarding any questions about the uniform or appearance code.

Failure to follow the appearance code will result in progressive disciplinary action. The first infraction will result in a warning. The second infraction will result in a second warning, bonus deduction and possible suspension from work. The third infraction will result in a possible suspension from work or termination. Funland reserves the right to change the consequence based on an individual situation or infraction.

