



Smoking and Vaping

We are committed to providing a safe and healthy workplace and to promoting the health and well-being of our employees. The Company prohibits smoking, use of electronic cigarettes (including vaporizers and other electronic nicotine delivery systems) and use of tobacco products in any enclosed indoor place of public access or publicly owned building or office. This also prohibits smoking, use of e-cigarettes, and tobacco product within 25 feet of any entranceway, exit, open window, or air intake of a building where smoking is prohibited.

It is our objective to provide a smoke-free environment within the Company and to ensure employees, offices and restaurants are in compliance with the Utah Clean Air Act and to create a welcoming environment for all guests. While wearing a company uniform and on C & R Management Company's premises, employees must smoke only in designated areas. The designated locations for smoking are inside employee's vehicle or in the designated area.

If you have questions, feel free to ask your manager or to contact the Human Resources department at (801) 280-9299.