



Dating, Nepotism and Fraternization

C & R Management Company understands and respects your needs to develop personal relationships at work — so we follow these guidelines to keep our work environment positive and professional. Certain personal relationships between employees, such as those in a reporting capacity, may cause problems in the workplace including a lack of objectivity towards the subordinate's job performance, the perception of favoritism by other employees (whether justified or not), and potential sexual harassment complaints. Further, dating or fraternizing between managerial employees and any employee who is a minor and whom they supervise may raise legal and parental concerns. Accordingly, the following guidelines govern dating, nepotism and fraternizing for the Company's employees.

Dating or romantic relationships - Employees who have a direct or indirect reporting relationship to each other are prohibited from dating each other. "Dating" means being involved in any kind of romantic or intimate relationship or encounter, regardless of whether or not the relationship is sexual in nature.

Nepotism - Claims of favoritism or a conflict of interest may exist when an employee reports (directly or indirectly) or is reported to (directly or indirectly) by a spouse or immediate family member. This is generally not allowed in the organization. C & R Management strives to maintain a separation of one level of management between all family relationships. For purposes of this policy, "family" is defined as a spouse, parent, step-parent, child, step-child, sibling, step-sibling, in-law, uncle, aunt, nephew, niece, grandparent, grandchild, first-cousin, or member of household. This policy covers all family-like relationships, regardless of legal status. Exceptions to this can only be made by the Area Supervisor and Human Resources.

Fraternization between managers and employees - We hope you like your managers — but socializing with them is different than hanging out with your peers. Because a manager's job requires leadership skills, we encourage our managers to use good business judgment regarding fraternizing or socializing with their employees. That means they are prohibited from fraternizing or socializing outside of work with any employee who works in the same restaurant unless the fraternizing or socializing occurs in public and at least three or more C & R Management's employees are present. Restaurant management employees may not offer alcohol to, consume alcohol in the presence of, or be present if alcohol is consumed by employees who work in their restaurant.



Employee obligations - If you enter into or plan to enter into a dating or romantic relationship that violates this policy, you must advise your General Manager and Human Resources immediately so that alternatives may be discussed. C & R Management will take appropriate steps to correct the violation, including, but not limited to, transferring or reassigning one or both of the employees involved, asking the employees involved to cease dating or to agree not to begin dating, or terminating the employment of one or both of the employees. If you would like to enter into a reporting relationship that may be subject to this policy, you must report the relationship to your General Manager and to Human Resources at (801) 280-9299 immediately. The decision regarding whether an employee will be allowed to transfer always remains solely within C & R Management's discretion.

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