



## Solicitation and Distribution

Solicitation means such things as requesting funds, purchases, services, membership in any organization, or commitments to outside organizations or causes. Distribution includes but is not limited to handing out, dropping off, or leaving behind written material. To avoid interference with work and to ensure guests enjoy their experience, here's how we handle solicitation and distribution:

- Individuals not employed by C & R Management Company are always prohibited from engaging in solicitation or distribution anywhere on restaurant property, including parking lots.
- You may not solicit on restaurant property during your own working time or when the employee being solicited is on working time. Working time does not include breaks, meal periods, or other time when an employee has been relieved from duty. Solicitation is always prohibited in guest selling areas.
- Distribution is prohibited in any work area of the restaurant. Work areas do not include, for example, the crew room. You may not distribute during your own working time or when the employee receiving the material is on working time. Restaurant property must be always kept clean and free of litter.

The Solicitation and Distribution policy applies to activities on behalf of any cause or organization, except for restaurant-sponsored charities (e.g., Ronald McDonald House Charities).

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