

ETHICS: As a matter of positive professional courtesy and discipline, no employee should engage in ANY conversation, scenario nor innuendo pertaining to recruiting, job replacement, employer employee bargaining, etc. These communications can easily compromise trusted business relationships beyond your sphere of relevance. **DO NOT RISK YOUR NOR OUR POSITION AT / WITH ANY CLIENT / ACCOUNT.**

Any Advance Staffing employee who **ACCEPTS** work at an established A. S. account as an independent OR solicits for another Company OR accepts work directly from the current client, will be terminated from all work with A.S. and **WILL HAVE FINAL PAY DOCKED** to minimum wage. **FURTHER;** Any A.S. employee that, through deception, untruths, or non-disclosure, accepts work with an A.S. client without the client paying the "Buy Out Fee", **WILL BE LIABLE FOR THE ENTIRE FEE OR ANY PART UNPAID BY THE CLIENT.**

Any A.S. employee who resigns without notice of at least one week and who fails to fulfill any existing contract for that week **WILL HAVE THEIR FINAL PAY DOCKED** to minimum wage.

Any serious documented complaint about sub-standard work or general discipline (i.e. tardiness, etc.) made by the client manager will be considered "non-proper" conduct and will trigger the minimum wage docking mechanism.

CATERING / STAFF PROFILE

EDUCATION:	Minimum High School diploma.
PHYSICALLY FIT:	Ability to lift minimum 50lbs, generally limber, strong, with good motor skills.
WELL GROOMED:	No exposed body piercing, exaggerated jewelry, tattoos, clean and well presented; ability to totally abate use of tobacco products, perfumes, etc.
EXPERIENCE/KNOWLEDGE:	Previous food and beverage industry experience a must OR willingness to relegate to utility positions only, food terminology.
AVAILABILITY:	Must be reachable, achievable minimum lead time requirements.
MOBILE:	Ability to arrive at work locations on own transport and guidance.
ARTICULATE:	Organized thought, familiarity with relevant issues.
SELF-THINKER:	Not intimidated by roving nature of work events, fluid nature of each event, lack of consistent supervision and detailed planning; succinct problem solver.
LOYALTY:	Responsiveness to AS, seems responsive to taking ANY direction.
PROFESSIONAL:	Appropriate language and interactive skills: "Attentive not invasive"!
WARDROBE:	F.O.H.: B&W's, black socks, safety shoes, cummerbund, wine opener, PLAIN WHITE UNDER-SHIRT. B.O.H.: Whites and checks or black pants, tight weave fabric for liquid resistance. Some accounts may have kitchen shirts or coats available. Your own knives / utensils may be used, at your own risk / leisure. PLAIN WHITE UNDER-SHIRT.