



TEAM MEMBER GUIDE

805 SECONDARY EMPLOYMENT

A Team Member may hold a job with another organization as long as he or she satisfactorily performs their job responsibilities with the Company. All Team Members will be evaluated by the same performance standards and will be subject to the same scheduling demands, regardless of any existing outside work responsibilities.

The Company is considered primary work and a Team Member's secondary work may not interfere with their performance or their ability to meet the requirements of the Company (which are modified from time to time).

Team Members may not engage in outside employment that would constitute a conflict of interest.