



Welcome!

Freedom Kettle Corn of Arkansas is excited to have you join our team! We ask that you READ all of our policies and rules and sign and check mark below. Once we have received your 1099 and two pieces of Identification and your cash app handle you will be ready to get paid! We are very admit about following our rules and expect quality hard working team members! We ask that you stay busy and keep talking to a limit. Hard work pays off! Paydate will be on the 15th of every month.

1. *****NO CELL PHONES WHILE CLOCKED IN** (Use on your breaks, lunches or emergencies)
2. No Show = NO JOB
3. Chatting to a professional level. Work while you chat and we will not have any problems.
4. **POSITIVE ATTITUDE.** If you having a bad day, we will send you home. We can't bring the entire crue down. Its just not fair!
5. **EVERYONE MUST BREAKDOWN** and clean up at the end. We all leave together! Please don't leave it up to only a few, I am sure they are tired and would like to go home also.
6. Please keep yourself busy, Sweeping, Cleaning, labeling, whatever it is. If you cant find anything to do ask your manager and they will assign you a task.
7. **NO Cursing, NO Smoking, or NO drinking or NO drug use** while on the clock or on any of are properties.
8. Must wear Freedom Kettle Corn outfit or proper clothing if your outfit is not available. Jeans (NO HOLES) and a Freedom Kettle Corn shirt, We will supply your first tshirt but if you would like to wear something different check out our store with many outfit choices at freedomkettlecorn.com, please wear a white plain shirt if you do not have a outfit.
9. No sandals or shoes that don't cover your feet completely. Feet must be covered
10. Long hair needs to be up or in a bun/ tied back.
11. Contact us 24 hours in advance if your not able to make it or if your going to be late please text 816-739-4466
12. During a concert, **NO PICTURES DURING SOUND CHECK!!!!**(Automatic dismissal)
13. Follow the rules of the property we are vending (Walmart Amp, Razorback stadiums, Etc.....)
14. Complete 1099 along with photo id and a government issued identification (Social security card, birth certificate, passport etc....) Pay may be paused until we receive it.

15. All team members will be paid on the 15th of every month by cash app. (Please open a cash app account if you do not have one) Tips are not accepted, Bonuses will be sent out with checks if you exceed expectations.
16. Any water bottles for customers consumed by an employee will be charged at the end of shift.
17. One break maybe allowed if your station is not understaffed and manager approves it. If your working over 4 hours you will receive a 15 minutes break.
18. Do not discuss your pay with other employees or it will be grounds for dismissal.
19. Sexual harrasment or any type of bullying will not be allowed. If there is a problem please ask your manager to step away to discuss the issue.
20. Meal tickets are complimentary from the Walmart AMP and may not be provided every time. Must be used only after the last intermission. Manager will inform you when.
21. If you damage any property belonging to Freedom kettle corn or the property of the event. We will be deducting it from your pay. If it is damaged because of wear and tear or, a flaw then we will turn it into our insurance so please notify the manager when something is damaged.
22. Please respect all the rules at the event and the property of the event.
23. These rules and policies are subject to change and will notify all team members of the changes when they happen.
24. Each team member is allowed to take home a bag of kettle corn or any popcorn at the end of the shift.
25. DO NOT EAT FOOD OR DRINK WHILE UP AT FRONT REGISTER PLEASE!
26. Throw all empty bottles cups and garbage that is yours at the end of your shift.
27. Always be kind, smile and have a good time.

Name _____ Social Security number _____
 Address _____
 Phone Number _____ ALt Number _____ Birth _____
 Emergenecy Contact _____ Phone _____

I have read and I agree to the above policies

Signaure _____ **DATE** _____

W9 _____ **Policies signed** _____ **1st ID** _____ **2nd ID** _____