



OUR VISION: To be the premier franchise group in the Taco Bell system, having the best people to do "whatever it takes" to deliver great products and excellent service in a clean and welcoming environment to every guest, each and every time.

GUIDING PRINCIPLES: We will never compromise our integrity. Our standard for ethical behavior must always meet this test. We will be comfortable seeing our actions, and the motives for them, published on social media.

CULTURAL VALUES:
1) Creating and keeping guests is the key to our livelihood and the foundation for company growth.

2) Team Members are our most valuable asset. They should be recognized for their hard work and contributions to the company's growth. Performance is the only basis for reward. Successful Team Members openly express their opinions, concerns, and ideas, and successful managers listen.

3) We will strive to have a positive impact on our communities.

4) No Shortcuts: We get the tough stuff done with optimism, integrity and mastery. Our success depends on the commitment of everyone to our standards.

5) Profits provide possibilities and lead to the growth of our people and our company.

OUR PURPOSE

We Feed Peoples' Lives with MAS. It's why we are in business. It's how we make a difference in the world and ignite a life of passion and creativity with a twist.

OWN IT!

- Don't accept mediocrity
- Don't make it somebody else's problem.
- Ask: If not me, who; if not now, when?
- If it's broken, fix it.
- If it's dirty, clean it.
- If we're short staffed, hire.
- Dare to be great.
- Enjoy a reputation for high standards.
- If something's wrong, make it right.
- If something's right, make it better.
- Catch people doing the right think... then thank them.
- The best Team Members are nimble... they are energetic, happy and positive.
- Be the Mayor of your restaurant.
- Own Your Results!



TEAM MEMBER UNIFORMS

Hair/Hats/Visors/Masks

- Hair must be tied up with a hair net to be above the collar
- Hair net is always required with a visor
- A hat/visor must be worn at all times, forward facing
- Masks must be solid in color, free of logos, words, graphics

Facial Hair

- Mustache or goatee's only, neat and well-groomed
- Beards are ONLY permitted for religious or medical reasons and must be worn with a beard-net

Jewelry

- Plain wedding bands on one hand are okay
- Watches are wearable ONLY when not handling food
- Post earrings no bigger than 1/4" and no more than 2 per ear
- Nose rings or studs with locks and backings are okay
- Facial piercings, gauges, and ear lobe spacers are not permitted

Uniforms

- Jackets or vests only from Taco Bell approved uniform vendors and Drive-thru only
- A plain black, long-sleeved shirt under you uniform shirt is okay
- Shoes must be solid black, slip-resistant and closed-toe/heel
- Socks must be worn
- Pants – Black pants (check with GM on dark colored jeans allowed) Free of rips, holes, tears, stains. Cannot be capris, cargo, loungewear, sportswear, spandex, yoga or jeggings.
- Black beanies and gloves only for drive-thru Team Members & Managers

REMEMBER TO USE THE CREW APP

Download the **Crew App** to manage your schedule.
Visit the **Apple App Store**, or **Google Play Store** to download.



NEW HIRE SURVEY



Check your email/text or log into your Flynn People Portal to take the **New Hire Survey** and tell us about your first 7-day experience.

FLYNN PEOPLE PORTAL

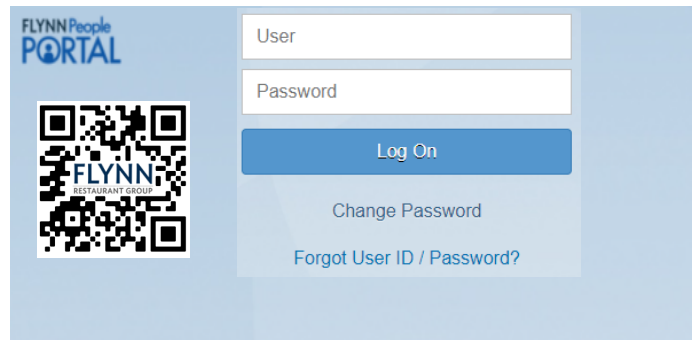
Paychecks & Personal Information changes
Visit: <https://fpp.flynnrg.com/>

User Name: _____

Password: _____

You will be provided a pay card or direct deposit information

Hourly Pay: \$ _____



You can contact DailyPay by phone, email, or chat from M-F 8am - 9pm EST and Sat. 10am - 4pm EST:

1. Call **(866) 432-0472**
2. Email **employee.support@daily pay.com**
3. Login to your account at **http://www.daily pay.com**, go to the "Help" page, and click the "Live Chat" button at the bottom.

You can also visit **www.daily pay.com** for more information including videos, FAQs, and employee testimonials.

Your next scheduled payday is: _____



BENEFITS

The deadline to enroll or waive coverage is **30 days from**

Hire Date: _____

Coverage will begin the **1st day of the month after enrollment:**

Begins on: _____

Visit **www.MyWorkplace.net**
Select Employee Button
Click Register Here
Fill Out & Submit Employee Registration



Mobile Wallet

Questions about your benefits may be directed to the Flynn Restaurant Group Benefits Team at **benefits@flynnrg.com**

EMPLOYMENT VERIFICATION

Loans & Government Benefits

EQUIFAX | THE WORK NUMBER

Visit **www.theworknumber.com**
Select Sign Up
Fill Out & Submit Form

Provide Your:
Employer Code - 36035
and Social Security Number



For additional information, please visit: <http://theworknumber.com/Employees>

FRG Perks & Discounts

Welcome to your exclusive Employee Discount Program
Save big on thousands of items daily.

Visit <https://FRGPerks.benefithub.com>
Enter Referral Code: 2MIML8
Complete Registration



FLYNN
RESTAURANT GROUP



Taco Bell Corporate Perks & Discounts

Visit <https://TB.hrdiscounts.com>
Click On Register
Create an Account
Use Registration Code: SAVENOW

