

Effective July 2002

Saver Group, Inc. Employee Dress Code

Saver Group, Inc. and its Save A Lot stores strive to provide an attractive, pleasant and professional environment for both our employees and our customers. Just as we always expect our shelves, racks, coolers and freezers to look clean and attractive, we expect every employee to always look professional as well.

With the above in mind, **effective July, 2002**, the following employee dress code will be implemented in order to achieve uniformity and professionalism at each store.

I. Saver Group Required Dress and Appearance:

- ◆ Employees will be issued either two (2) company shirts, vests, or smocks at time of hire. The company will provide one (1) new item of apparel each year per employee.
- ◆ Company issued apparel must be worn with a name badge at all times while working in the store.
- ◆ One Save A Lot cap will be provided for each meat & produce department employee. All employees while working in the meat & produce departments must wear caps or hairnets. Save A Lot caps will be available for other employees who wish to wear them while working in the store.
- ◆ Employees will be responsible for keeping their apparel clean and neat at all times.
- ◆ Additional apparel may be purchased at the employee's expense including lost or torn items.

II. The following is required for Saver Group, Inc. Save A Lot employees:

1. Pressed/Ironed company shirt, vest, or smock.
2. Clean modest shirt with collar under the vest.
3. Regular fitted pants worn at or near the waistline.
4. Save A Lot caps for meat/produce employees.

Note: Management reserves the right to determine dress that is appropriate and/or inappropriate for all employees.

I have read and understand the Saver Group Dress Code and hereby agree to comply with these requirements.

III. Employees of Saver Group, Inc. Save A Lot stores WILL NOT BE ALLOWED to wear the following:

1. Patched, baggy and/or low hanging pants.
2. Sleeveless shirts, T-shirts, belly shirts or tank tops.
3. Shorts of any type.
4. Apparel with "off color" quotations, sayings or advertising.
5. Open toed footwear of any type including sandals.
6. Facial jewelry or tongue rings.
7. Bandanas worn around the head, arms or legs.
8. Sweat pants.
9. Non- Save A Lot caps or hats.
10. Short skirts or short dresses.

Employee Date

Manager Date