



La Huerta International Market, Inc.

EMPLOYEE'S MANUAL

Revised October 2018

TABLE OF CONTENTS

SECTION 1 - INTRODUCTION

- 1.1 Changes in Policy
- 1.2 Employment Applications
- 1.3 Employment Relationship

SECTION 2 - DEFINITIONS OF EMPLOYEE STATUS

“Employees” Defined

SECTION 3 - EMPLOYMENT POLICIES

- 3.1 Non-Discrimination
- 3.2 New Employee Orientation
- 3.3 Probationary Period for New Employees
- 3.4 Office Hours
- 3.5 Lunch Periods
- 3.6 Break Periods
- 3.7 Personnel Files
- 3.8 Personnel Data Changes
- 3.9 Inclement Weather/Emergency Closings
- 3.10 Performance Review and Planning Sessions
- 3.11 Outside Employment
- 3.12 Corrective Action
- 3.13 Employment Termination
- 3.14 Safety
- 3.15 Health Related Issues
 - 3.15.1 Injured Workers Returning to Work
- 3.16 Employee Requiring Medical Attention
- 3.17 Building Security
- 3.18 Insurance on Personal Effects
- 3.19 Supplies; Expenditures; Obligorating the Company
- 3.20 Expense Reimbursement
- 3.21 Parking
- 3.22 Visitors in the Workplace
- 3.23 Immigration Law Compliance

SECTION 4 - STANDARDS OF CONDUCT

- 4.1 Attendance/Punctuality

- 4.2 Absence without Notice
- 4.3 Harassment, including Sexual Harassment
- 4.4 Telephone Use
- 4.5 Public Image
- 4.6 Substance Abuse
- 4.7 Tobacco Products
- 4.8 Internet use

SECTION 5 - WAGE AND SALARY POLICIES

- 5.1 Wage or Salary Increases
- 5.2 Timekeeping
- 5.3 Overtime
- 5.4 Paydays

SECTION 6 - BENEFITS AND SERVICES

SECTION 7 - EMPLOYEE COMMUNICATIONS

- 7.1 Staff Meetings
- 7.2 Bulletin Boards
- 7.3 Procedure for Handling Complaints
- 7.4 Company's Staff

SECTION 1: INTRODUCTION

This Manual is designed to acquaint you with La Huerta International Market, Inc. and provide you with information about working conditions, benefits, and policies affecting your employment.

The information contained in this Manual applies to all employees of La Huerta International Market, Inc. Following the policies described in this Manual is considered a condition of continued employment. However, nothing in this Manual alters an employee's status. The contents of this Manual shall not constitute nor be construed as a promise of employment or as a contract between the Company and any of its employees. The Manual is a summary of our policies, which are presented here only as a matter of information.

You are responsible for reading, understanding, and complying with the provisions of this Manual. Our objective is to provide you with a work environment that is constructive to both personal and professional growth.

1.1 CHANGES IN POLICY

This Manual supersedes all previous employee manuals and memos that may have been issued from time to time on subjects covered in this Manual.

However, since our business and our organization are subject to change, we reserve the right to interpret, change, suspend, cancel, or dispute with or without notice all or any part of our policies, procedures, and benefits at any time. We will notify all employees of these changes. Changes will be effective on the dates determined by the Company, and after those dates all superseded policies will be null.

No individual supervisor or manager has the authority to change policies at any time. If you are uncertain about any policy or procedure, speak with your direct supervisor.

1.2 EMPLOYMENT APPLICATIONS

We rely upon the accuracy of information contained in the employment application and the accuracy of other data presented throughout the hiring process and employment. Any misrepresentations, falsifications, or material omissions in any of this information or data may result in exclusion of the individual from further consideration for employment or, if the person has been hired, termination of employment.

1.3 EMPLOYMENT RELATIONSHIP

You enter into employment voluntarily, and you are free to resign at any time for any reason or no reason. Similarly, La Huerta International Market, Inc. is free to

conclude its relationship with any employee at any time for any reason or no reason. Following the probationary period, employees are required to follow the Employment Termination Policy (See Section 3.13).

SECTION 2: DEFINITIONS OF EMPLOYEES STATUS

“EMPLOYEES” DEFINED

An “employee” of La Huerta International Market, Inc. is a person who regularly works for La Huerta International Market, Inc. On a wage or salary basis. “Employees” may include exempt, non-exempt, regular full-time, regular part-time, and temporary persons, and others employed with the Company who are subject to the control and direction of La Huerta International Market, Inc. In the performance of their duties.

EXEMPT

Employees whose positions meet specific criteria established by the Fair Labor Standards Act (FLSA) and who are exempt from overtime pay requirements.

REGULAR FULL-TIME

Employees who have completed the 90-day probationary period and who are regularly scheduled to work 40 or more hours per week.

REGULAR PART-TIME

Employees who have completed the 90 day probationary period and who are regularly scheduled to work less than 35 hours per week.

TEMPORARY (FULL-TIME or PART-TIME)

Those whose performance is being evaluated to determine whether further employment in a specific position or with the Company is appropriate or individuals who are hired as interim replacements to assist in the completion of a specific project or for vacation relief. Employment beyond any initially stated period does not in any way imply a change in employment status. Temporary employees retain that status until they are notified of a change.

PROBATIONARY PERIOD FOR NEW EMPLOYEES

A new employee whose performance is being evaluated to determine whether further employment in a specific position or with La Huerta International Market, Inc. is appropriate. When an employee completes the probationary period, the employee will be notified of his/her new status with La Huerta International Market, Inc.

SECTION 3: EMPLOYMENT POLICIES

3.1 NON-DISCRIMINATION

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at La Huerta International Market, Inc. will be based on merit, qualifications, and abilities. La Huerta International Market, Inc. does not discriminate in employment opportunities or practices because of race, color, religion, sex, national origin, age or disability.

La Huerta International Market, Inc. will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

Employees with questions or concerns about discrimination in the workplace are encouraged to bring these issues to the attention of their supervisor. Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in unlawful discrimination will be subject to disciplinary action, including termination of employment.

3.2 NEW EMPLOYEE ORIENTATION

Orientation is a formal welcoming process that is designed to make the new employee feel comfortable, informed about the company, and prepared for their position. New employee orientation is conducted by a Human Resources representative, and includes an overview of the company history, an explanation of the company core values, vision, and mission; and company goals and objectives. In addition, the new employee will be given an overview of benefits, tax, and legal issues, and complete any necessary paperwork.

Employees are presented with all codes, keys, and procedures needed to navigate within the workplace. The new employee's supervisor then introduces the new hire to staff throughout the company, reviews their job description and scope of position, explains the company's evaluation procedures, and helps the new employee get started on specific functions.

3.3 PROBATIONARY PERIOD FOR NEW EMPLOYEES

The probationary period for regular full-time and regular part-time employees lasts up to 90 days from date of hire. During this time, employees have the opportunity to evaluate our Company as a place to work and management has its first opportunity to evaluate the employee. During this introductory period, both the employee and the Company have the right to terminate employment without advance notice.

Upon satisfactory completion of the probationary period, a 90-day review will be given and benefits will begin as appropriate. All employees, regardless of classification or length of service, are expected to meet and maintain Company standards for job performance and behavior (See Section 4, Standards of Conduct).

3.4 OFFICE HOURS

La Huerta International Market, Inc. office is open for business from 8 a.m. to 2 p.m. Monday, Wednesday & Thursday.

The standard workweek is [40] hours of work (see Section 5.3, Overtime). In the computation of various employee benefits/obligations, the employee workweek is considered to begin on Monday through Sunday, unless a supervisor makes prior other arrangement with the employee.

3.5 LUNCH PERIODS

Employees are allowed a half hour lunch break. Lunch breaks generally are taken after 4 hours of work on a staggered schedule so that your absence does not create a problem for co-workers or clients. (Lunch schedule will be provided by the employee's supervisor on a daily basis) Lunch break will be deducted out of your total hours, if you take a 15 minutes break than it will be paid for.

3.6 BREAK PERIODS

La Huerta International Market, Inc. provides for employees to break during production activities at the following times: *Every 4 hours worked 15 minutes paid.* Employees must fill up and sig the log sheet to record their time breaks.

If employees have unexpected personal business to take care of, they must notify their direct supervisor to discuss time away from work and make provisions as necessary. Personal business should be conducted on the employee's own time.

Employees who do not adhere to the break policy will be subject to disciplinary action, including termination.

3.7 PERSONNEL FILES

Employee personnel files include the following: job application, summary of job interview, salary history, records of disciplinary action, employee hand out books and documents related to employee performance reviews, coaching, and mentoring.

Personnel files are the property of La Huerta International Market, Inc., and access to the information is restricted. Management personnel of La Huerta International Market, Inc. who have a legitimate reason to review the file are allowed to do so.

Employees who wish to review their own file should contact their supervisor or Human Resources Representative. With reasonable advance notice, the employee may review his/her personnel file in Company's office and in the presence of their supervisor or Human Resources Representative.

3.8 PERSONNEL DATA CHANGES

It is the responsibility of each employee to promptly notify their supervisor or La Huerta International Market, Inc.'s Human Resources Department of any changes in personnel data such as:

- Mailing address,
- Telephone numbers,
- Name and number of dependents, and
- Individuals to be contacted in the event of an emergency.

An employee's personnel data should be accurate and current at all times.

3.9 INCLEMENT WEATHER/EMERGENCY CLOSINGS

At times, emergencies such as severe weather, fires, or power failures can disrupt company operations. The decision to close the store will be made by the Owners and Managers.

When the decision is made to close, employees will receive official notification from their supervisors.

3.10 EMPLOYEE REVIEW AND PLANNING SESSIONS

Supervisors will conduct performance reviews and planning sessions with all regular full-time and regular part-time employees after six months of service. Supervisors may conduct informal performance reviews and planning sessions more often if they choose.

Performance reviews and planning sessions are designed for the supervisor and the employee to discuss his/her current job tasks, encourage and recognize attributes, and discuss positive, purposeful approaches for meeting work-related goals. Together, employee and supervisor discuss ways in which the employee can accomplish goals or learn new skills. The planning sessions are designed for the employee and his/her supervisor to make and agree on new goals, skills, and areas for improvement.

La Huerta International Market, Inc. directly may link wage and salary increases with performance. Your performance review and planning sessions will have a direct effect on any changes in your compensation. For this reason among others, it is important to prepare for these reviews carefully, and participate in them fully.

New employees will be reviewed at the end of their probationary periods (see Section 3.3, Probationary Period for New Employees). After the initial review, the employee will be reviewed according to the regular annual schedule.

3.11 OUTSIDE EMPLOYMENT

Employees may hold outside jobs in non-related businesses or professions as long as the employee meets the performance standards of their job description with La Huerta International Market, Inc. Unless an alternative work schedule has been approved by La Huerta International Market, Inc. employees will be subject to the company's scheduling demands, regardless of any existing outside work assignments.

La Huerta International Market, Inc.'s office space, equipment, and materials are not to be used for outside employment.

3.12 CORRECTIVE ACTION

La Huerta International Market, Inc. holds each of its employees to certain work rules and standards of conduct (see Section 4). When an employee deviates from these rules and standards, La Huerta International Market, Inc. expects the employee's supervisor to take corrective action.

Corrective action at La Huerta International Market, Inc. is progressive. That is, the action taken in response to a rule infraction or violation of standards typically follows a pattern increasing in seriousness until the infraction or violation is corrected.

The usual sequence of corrective actions includes an oral warning, a written warning, probation, and finally termination of employment. In deciding which initial corrective action would be appropriate, a supervisor will consider the seriousness of the infraction, the circumstances surrounding the matter, and the employee's previous record.

Though committed to a progressive approach to corrective action, La Huerta International Market, Inc. considers certain rule infractions and violations of standards as grounds for immediate termination of employment. These include but are not limited to: theft in any form, insubordinate behavior, vandalism or destruction of company property, the use of company equipment and/or company vehicles without prior authorization by managers untruthfulness about personal work history, skills, or training, not showing up for work, show up for work intoxicated, being reckless and not paying attention, not following direction, rudeness to customers or coworkers divulging Company business practices, and misrepresentations of La Huerta International Market, Inc. to a customer, a prospective customer, the general public, or an employee.

3.13 EMPLOYMENT TERMINATION

Termination of employment is an inevitable part of personnel activity within any organization, and many of the reasons for termination are routine. Below are a few examples of some of the most common circumstances under which employment is terminated:

- **Resignation** – voluntary employment termination initiated by an employee.
- **Termination** – involuntary employment termination initiated by La Huerta International Market, Inc.
- **Layoff** – involuntary employment termination initiated by La Huerta International Market, Inc. for non-disciplinary reasons.

When a non-exempt employee intends to terminate his/her employment with La Huerta International Market, Inc., he/she shall give La Huerta International Market, Inc. at least [two (2) weeks] written notice. Exempt employees shall give at least [four (4) weeks] written notice.

Since employment with La Huerta International Market, Inc. is based on mutual consent, both the employee and La Huerta International Market, Inc. have the right to terminate employment at will, with or without cause during the Introductory/Probationary Period for New Employees (See Section 3.3, Introductory/Probationary Period for New Employees).

Any employee who terminates employment with La Huerta International Market, Inc. shall return all files, records, keys, uniforms, radios, and any other materials that are property of La Huerta International Market, Inc. No final settlement of an employee's pay will be made until all items are returned in appropriate condition. The cost of replacing non-returned items will be deducted from the employee's final paycheck. Furthermore, any outstanding financial obligations owed to La Huerta International Market, Inc. will also be deducted from the employee's final check.

3.14 SAFETY

La Huerta International Market, Inc. provides information to employees about workplace safety and health issues through regular internal communication such as:

- Training sessions
- Team meetings
- Bulletin board postings
- Memorandums
- Other written communications

Each employee is expected to obey safety rules and exercise caution and common sense in all work activities. Employees must immediately report any unsafe conditions to their supervisor. Employees who violate safety standards, cause hazardous or dangerous situations, or fail to report, or where appropriate, remedy such situations, may be subject to disciplinary action including termination of employment.

In the case of an accident that results in injury, regardless of how insignificant the injury may appear, employees should notify their supervisor immediately (See Section 3.16, Employee Requiring Medical Attention).

3.15 HEALTH-RELATED ISSUES

Employees, who become aware of any health-related issue, including pregnancy, should notify their supervisor and Human Resources Representative of health status. This policy has been instituted strictly to protect the employee.

A written “permission to work” from the employee’s doctor is required at the time or shortly after notice has been given. The doctor’s note should specify whether the employee is able to perform regular duties as outlined in his/her job description.

A leave of absence may be granted on a case-by-case basis. If the need arises for a leave of absence, employees should notify their supervisor and managers.

3.15.1 INJURED EMPLOYEES RETURNING TO WORK

When an employee is injured and return to work on adjusted duties while recovering, it is mandatory that follows the supervisor’s instructions and don’t do activities that can harm or make the injury worst. Also it will be mandatory for the employee that fills out on daily basis a report which will include the employee’s statement about being conscious of following doctor and supervisor’s instructions.

3.16 EMPLOYEE REQUIRING MEDICAL ATTENTION

In the event an employee requires medical attention, whether injured or becoming ill while at work, the employee’s personal physician must be notified immediately. If it is necessary for the employee to be seen by the doctor or go to the hospital, a family member will be called to transport the employee to the appropriate facility. If an emergency arises requiring Emergency Medical Services to evaluate the injury/illness of an employee on-site, the employee will be responsible for any transportation charges. Furthermore, La Huerta International Market, Inc.’s employees will not be responsible for transportation of another employee due to liabilities that may occur. A physician’s “return to work” notice may be required.

3.17 BUILDING SECURITY

All employees who are issued keys to the store are responsible for their safekeeping. These employees will sign a Building Key Disbursement form upon receiving the key. The last employee, or a designated employee, who leaves the store at the end of the business day assumes the responsibility to ensure that all doors are securely locked, the alarm system is armed, thermostats are set on appropriate evening and/or weekend setting, and all appliances, gas and lights are turned off with exception of the lights normally left on for security purposes. Employees are not allowed on Company property after hours without prior authorization from the owners or managers

3.18 INSURANCE ON PERSONAL EFFECTS

All employees should be sure that their own personal insurance policies cover the loss of anything occasionally left at the office. La Huerta International Market, Inc. assumes no risk for any loss or damage to personal property.

3.19 SUPPLIES; EXPENDITURES; OBLIGATING THE COMPANY

Only authorized persons may purchase supplies in the name of La Huerta International Market, Inc. No employee whose regular duties do not include purchasing shall incur any expense on behalf of La Huerta International Market, Inc. or bind La Huerta International Market, Inc. by any promise or representation without written approval.

3.20 PARKING

Employees must park their cars in areas indicated and provided by the Company.

3.21 VISITORS IN THE WORKPLACE

Due to the nature of our business: Retail Grocery Store, visitors are not allowed.

3.22 IMMIGRATION LAW COMPLIANCE

La Huerta International Market, Inc. employs only United States citizens and those non-U.S. citizens authorized to work in the United States in compliance with the Immigration Reform and Control Act of 1986.

Each new employee, as a condition of employment, must complete the Employment Eligibility Verification Form I-9 and present documentation establishing identity and employment eligibility. Former employees who are rehired must also complete the form if they have not completed an I-9 with La Huerta International Market, Inc. within the past three years or if their previous I-9 is no longer retained or valid.

SECTION 4: STANDARDS OF CONDUCT

The work rules and standards of conduct for La Huerta International Market, Inc. are important, and the Company regards them seriously. All employees are urged to become familiar with these rules and standards. In addition, employees are expected to follow the rules and standards faithfully in doing their own jobs and conducting the Company's business. Please note that any employee who deviates from these rules and standards will be subject to corrective action, up to and including termination of employment (see Section 3.12, Corrective Action).

While not intended to list all the forms of behavior that are considered unacceptable in the workplace, the following are examples of rule infractions or misconduct that may result in disciplinary action, including termination of employment.

- Theft or inappropriate removal or possession of property;
- Falsification of timekeeping records (See Section 5.2, Timekeeping);
- Working under the influence of alcohol or illegal drugs (See Section 4.6, Substance Abuse);
- Possession, distribution, sale, transfer, or use of alcohol or illegal drugs in the workplace (See Section 4.6, Substance Abuse);
- Fighting or threatening violence in the workplace;
- Boisterous or disruptive activity in the workplace;
- Negligence or improper conduct leading to damage of company-owned or customer-owned property;
- Insubordination or other disrespectful conduct;
- Violation of safety or health rules;
- Smoking in the workplace;
- Sexual or other unlawful or unwelcome harassment (See Section 4.3, Harassment, Including Sexual Harassment);
- Excessive absenteeism or any absence without notice (See also, Section 4.1 Attendance/Punctuality and 4.2, Absence without Notice);
- Unauthorized use of telephones, or other company-owned equipment (See Section 4.4, Telephone Use);
- Using company equipment for purposes other than business (i.e. playing games on computers or personal Internet usage);
- Unauthorized disclosure of business "secrets" or confidential information;
- Violation of personnel policies; and
- Unsatisfactory performance or conduct.
- Sale of products non related to the store during business hours
- Employee MUST use uniform as directed, low cut spaghetti strap shirts are not permitted to be used
- Not telling the supervisor if there is any need for supplies or equipment to be fixed.

- Radios must be used. Once your shift starts you are responsible to get your radio from your supervisor and turn in your radio at the end of your shift, your supervisor is not responsible to chase you around to get you the radio.
- Do not start your shift if a cashier station is not ready for you to begin
- You must be present when your till is balanced out, do not leave until your till is balanced, any monies above \$5.00 missing is the responsibility of the employee to replace

4.1 ATTENDANCE/PUNCTUALITY

The Company expects that every employee will be regular and punctual in attendance. This means being in the store, ready to work, at their starting time each day. Absenteeism and tardiness places a burden on other employees and on the Company.

If you are unable to report for work for any reason, notify your supervisor at least 6 hours before regular starting time during business hours. You are responsible for speaking directly with your supervisor about your absence. It is not acceptable to leave a message on a supervisor's voice mail or text, except in extreme emergencies. In the case of leaving a voice-mail message, a follow-up call must be made later that day. The company phone number is **(253)520-0198 Kent** and **(253)474-1645 Tacoma**.

You are required to be at the store 10 minutes before your shift starts, Should undue tardiness become apparent, disciplinary action may be required.

If there comes a time when you see that you will need to work some hours other than those that make up your usual work week, notify your supervisor at least two working days in advance. Each request for special work hours will be considered separately, in light of the employee's needs and the needs of the Company. Such requests may or may not be granted.

You may request time off to your supervisor, it is not guaranteed that it will be possible for you to get these times off; you must turn in a time request form at least one week prior the schedule being completed for that period of time.

4.2 ABSENCE WITHOUT NOTICE

When you are unable to work owing to illness or an accident, please notify your supervisor. This will allow the Company to arrange for temporary coverage of your duties, and helps other employees to continue work in your absence. If you do not report for work and the Company is not notified of your status, it will be assumed after two consecutive days of absence that you have resigned, and you will be removed from the payroll.

If you become ill while at work or must leave the store for some other reason before the end of the workday, be sure to inform your supervisor of the situation.

4.3 HARASSMENT, INCLUDING SEXUAL HARASSMENT

La Huerta International Market, Inc. is committed to providing a work environment that is free of discrimination and unlawful harassment. Actions, words, jokes, or comments based on an individual's sex, race, ethnicity, age, religion, or any other legally protected characteristic will not be tolerated.

If you believe you have been the victim of harassment, or know of another employee who has, report it immediately. Employees can raise concerns and make reports without fear of reprisal.

Any supervisor who becomes aware of possible harassment should promptly advise their supervisor or the Human Resources Representative who will handle the matter in a timely and confidential manner.

4.4 TELEPHONE, CELL PHONE USE

La Huerta International Market, Inc. telephones are intended for the use of serving our customers and in conducting the Company's business. Use of personal cell phones is prohibited. Employees should use the personal cell phone on their break only, away from the working area.

Personal usage during business hours is discouraged except for extreme emergencies. All personal telephone calls should be kept brief to avoid congestion on the telephone line.

To respect the rights of all employees and avoid miscommunication in the store, employees must inform family members and friends to limit personal telephone calls during working hours for emergencies only.

If an employee is found to be deviating from this policy, he/she will be subject to disciplinary action (See Section 3.12, Corrective Action).

4.5 PUBLIC IMAGE

A professional appearance is important anytime that you come in contact with customers or potential customers. Employees should be well groomed and dressed appropriately for our business and for their position in particular and must wear uniform colors. The following items are considered inappropriate working attire for La Huerta International Market, Inc.:

- Open-toed sandals
- Spaghetti-strapped shirts
- Tank tops or revealing shirts
- Short mini skirts

- Sheer clothing
- T-shirts with inappropriate or offensive gestures or advertising
- Piercings
- Tattoos
- See thru clothing

If management occasionally designates "casual days," appropriate guidelines will be provided to you. Consult your supervisor if you have any questions about appropriate business attire.

4.6 SUBSTANCE ABUSE

The Company is committed to providing a safe and productive workplace for its employees. In keeping with this commitment, the following rules regarding alcohol and drugs of abuse have been established for all staff members, regardless of rank or position, including both regular and temporary employees. The rules apply during working hours to all employees of the Company while they are on Company premises or elsewhere on Company business.

The manufacture, distribution, possession, sale, or purchase of controlled substances of abuse on Company property is prohibited.

Being under the influence of illegal drugs, alcohol, or substances of abuse on Company property is prohibited. Working while under the influence of prescription drugs that impair performance is prohibited.

So that there is no question about what these rules signify, please note the following definitions:

Company property: All Company owned or leased property used by employees.

Controlled substance of abuse: Any substance listed in Schedules I-V of Section 202 of the Controlled Substance Act, as amended.

Drug: Any chemical substance that produces physical, mental, emotional, or behavioral change in the user.

Drug paraphernalia: Equipment, a product, or material that is used or intended for use in concealing an illegal drug, or otherwise introducing into the human body an illegal drug or controlled substance.

Illegal drug:

a. Any drug or derivative thereof whose use, possession, sale, transfer, attempted sale or transfer, manufacture, or storage is illegal or regulated under any federal, state, or local law or regulation.

- b. Any drug, including – but not limited to – a prescription drug, used for any reason other than that prescribed by a physician.
- c. Inhalants used illegally.

Under the influence: A state of not having the normal use of mental or physical faculties resulting from the voluntary introduction into the body of an alcoholic beverage, drug, or substance of abuse.

Consistent with the rules listed above, any of the following actions constitutes a violation of the Company's policy on drugs and may subject an employee to disciplinary action, up to and including immediate termination.

Using, selling, purchasing, transferring, manufacturing, or storing an illegal drug or drug paraphernalia, or attempting to or assisting another to do so, while in the course of employment.

Working or reporting to work, conducting Company business or being on Company property while under the influence of an illegal drug or alcohol, or in an impaired condition.

4.7 TOBACCO PRODUCTS

The use of tobacco products is not permitted anywhere on the Company's premises. If you smoke you must be 30 ft away from the building.

4.8 INTERNET USE

La Huerta International Market, Inc. employees are allowed use of the Internet and e-mail when necessary to serve our customers and conduct the Company's business.

Employees may use the Internet when appropriate to access information needed to conduct business of the Company. Employees may use e-mail when appropriate for Company business correspondence.

Use of the Internet must not disrupt operation of the company computer network. Use of the Internet must not interfere with an employee's productivity. Employees are responsible for using the Internet in a manner that is ethical and lawful.

Internet messages are public and not private. La Huerta International Market, Inc. reserves the right to access and monitor all files and messages on its systems.

SECTION 5: WAGE AND SALARY POLICIES

5.1 WAGE OR SALARY INCREASES

Each employee's hourly wage or annual salary will be reviewed at least once each year. The employee's review date will usually be conducted on or about the anniversary date of employment or the date of the previous compensation review. Such reviews may be conducted more frequently for a newly created position, or based on a recent promotion.

Increases will be determined on the basis of performance, adherence to company policies and procedures, and ability to meet or exceed duties per job description and achieve performance goals (See Section 3.10, Performance Review/Planning Sessions).

Although the Company's salary ranges and hourly wage schedules will be adjusted on an ongoing basis, La Huerta International Market, Inc. does not grant "cost of living" increases. Performance is the key to wage increases in the Company. Also it will be beneficiary if employees are willing to do different tasks even if involve tasks from different work area.

5.2 TIMEKEEPING

La Huerta International Market, Inc. does not pay for extended breaks or time spent on personal matters.

The time clock is a legal instrument. Altering, falsifying, tampering with time records, or recording time on another team member's time record will result in disciplinary action, including termination of employment.

Authorized personnel will review time records when needed. Any changes to an employee's time record must be approved by his/her supervisor or manager. Questions regarding the timekeeping system or time cards should be directed to the supervisor or manager.

Tacoma Store's Employees only: Time Cards – Employees will be issued a time card on their first day of employment. The employee will be given thorough instructions on usage and instructions on what to do should a problem occur.

Kent Store's employees only: Time tracking at Kent's facility is by computer software. Every employee is responsible to punch in/out. And if the employee feels that she/he might made a mistake please let the supervisor know so the problem can be fixed right away.

5.3 OVERTIME

Overtime is payable for all hours worked over [40] per week at a rate of one and one-half times the non-exempt employee's regular hourly rate. Time off on personal time, holidays, or any leave of absence will not be considered hours worked when calculating overtime.

All overtime work performed by an hourly employee must receive the [supervisor's] prior authorization. Overtime worked without prior authorization from the [supervisor] may result in disciplinary action. [The supervisor's] signature on a timesheet authorizes pay for overtime hours worked.

5.4 PAYDAYS

All employees are paid bi-weekly, every other Monday after 12:00 pm. If the employee is not at work when paychecks are distributed and does not receive the paycheck, the paycheck will be kept at the office through the rest of the payday. If an employee is unable to pick up his or her check on payday, he or she will need to see the company Bookkeeper or Human Resources Representative.

Paychecks will not, under any circumstances, be given to any person other than the employee without written authorization. Paychecks may also be mailed to the employee's address if requested.

SECTION 6: BENEFITS AND SERVICES

La Huerta International Market, Inc. does not offer benefits at this time.

SECTION 7: EMPLOYEE COMMUNICATIONS

7.1 STAFF MEETINGS

Quarterly staff meetings will be held when needed. These informative meetings allow employees to be informed on recent company activities, changes in the workplace and employee recognition. We will let you know at least 3 days before so that you can make necessary arrangement if you have another job.

7.2 BULLETIN BOARDS

Bulletin boards placed outside the bathroom provide employees access to important posted information and announcements. The employee is responsible for reading necessary information posted on the bulletin boards and sign any required documents or notifications.

7.3 PROCEDURE FOR HANDLING COMPLAINTS

Under normal working conditions, employees who have a job-related problem, question or complaint should first discuss it with their immediate supervisor. At this level, employees usually reach the simplest, quickest, and most satisfactory solution. If the employee and supervisor do not solve the problem, La Huerta International Market, Inc. encourages employees to contact the Human Resources Representative.

7.4 COMPANY’S STAFF

Juan Murguia..... Store Director
Rossy Murguia.....Chief Financial Officer
Sandra Soto.....Store Manager
Lucia Hernandez..... Store Manager
Jorge Quintanar.....Store Manager
Minerva Diaz.....Accounting and Legal Dept.

7.5 Mandatory Uniform for La Huerta Inc.’ employees



*

Uniform for Monday, Tuesday, Wednesday & Thursday



*

Uniform for Friday, Saturday & Sunday

*Jeans not acceptable if they're ripped. It can be T-shirt, shirt or blouse.