

Dress Code and Grooming Policy: APPEARANCE

Employee appearance is one of the first and most lasting impressions our guests have of Hoodoo. A clean neat appearance indicates personal pride and a professional attitude. Are you in proper uniform? Is there a smile on your face? Do you have your nametag on? We respect your right of individual expression, but many guests are traditional about grooming and fashion and we needn't attract undue personal notice while we provide our services. If you are not conforming to the grooming guidelines, you will be asked to make the necessary changes.

All Staff Members:

Attire, including shoes must be neat, clean, well kept (not frayed, no holes or patches) and appropriate for the job. Clothing of any kind with conspicuous corporate logos or advertising is not acceptable. Name tags and uniforms, when provided, are to be worn at all times while on duty. If an employee reports to work out of uniform or without their uniform, the employee will be asked to get into uniform or asked to leave the area.

Body tattoos, if visible to the public, must be inconspicuous. The image and/or words cannot be such that it would be considered offensive to our guests. **Facial Jewelry is not allowed** (other than earrings); plugs are acceptable if the pierced area is visible to the public. Men and women working at Hoodoo must wear their hair in a conventional style, cut and color. Hoodoo reserves the right to request that long hair be cut if it begins to present a safety hazard. **Dreadlocks are not considered conventional for purposes of our grooming policy. Dreadlocks can be worn if and only if Hoodoo management and guests do not know you have them.** No exceptions to this rule. Although we respect your personal style and taste, our duty to our guests requires that management be the final judge of employee appearance.

Grooming:

Men: Well-established beards and mustaches are allowed if they are neat, clean and trimmed. Growth may not be started at any time during the ski season and beard length is limited to 2 inches. Hair must be clean and well groomed. Longer hair must always be pulled back or tucked into a uniform hat for safety and health reasons. Unnaturally colored hair or shaved portions are not acceptable. **Dreadlocks are not considered conventional for purposes of our grooming policy. Dreadlocks can be worn if and only if Hoodoo management and guests do not know you have them. No exceptions to this rule.** Two Earrings, studs or hoops up to 1/2" diameter, are acceptable. Daily hygiene is a must.

Women: Hair should be neat and clean, with traditional coloring. Longer hair must always be pulled back or tucked into a uniform hat for safety and health reasons. **Dreadlocks are not considered conventional for purposes of our grooming policy. Dreadlocks can be worn if and only if Hoodoo management and guests do not know you have them. No exceptions to this rule.** Jewelry and cosmetics should be understated and kept to a minimum. Facial jewelry is not allowed, except earrings may be worn in the ear only. A maximum of three earrings in each ear is acceptable. Daily hygiene is a must.

Off-duty employee uniform policy - from the ski area - should not wear uniforms at any time, including at another resort. Uniforms should not be worn while skiing or boarding, except when transferring from one station to another on designated runs. Wearing your uniform off the designated runs/route violates company policy in one of two ways: Either you are on duty and skiing off the designated route, or you are off duty and skiing in your uniform. Either infraction is grounds for dismissal.