

# UNIFORM AND APPEARANCE

## FIRED PIE RESTAURANT DRESS CODE GUIDELINES

At Fired Pie, we aim to create a warm and inviting environment. As a Team Member, your appearance is a reflection of the Fired Pie brand and how we appear to our customers is important. Fired Pie's culture shows through your appearance and we encourage individuality and self-expression, while adhering to a few guidelines.

With this being said, we've updated our dress code and appearance guidelines. If you have questions about what this means to you, please speak with your store manager or reach out to [HR@firedpie.com](mailto:HR@firedpie.com).

### JEWELRY

Small rings are okay, as long as they do not tear your gloves. 1 watch may be worn. No bracelets or wristbands. Simple necklaces may be worn under your clothes.

### HATS

A Fired Pie branded hat must be worn at all times with hair restrained underneath. Hats must be clean and free of dirt or debris. Hats must be purchased at the employees expense.

### FINGERNAILS

Nails must be clean, short to medium length.

### PANTS N SHORTS

The bottom half of your outfit must be denim and free of tears, rips or adornments (gems, patches, logos). If you choose to wear shorts, they should be an appropriate workplace length at no more than 4 inches above the knees.

### HAIR

Any color hair is fine. Hair must be restrained in a ponytail. Long hair must be further restrained in a bun or braid. Facial hair must be neatly trimmed.



### TATTOOS

Tattoos are permitted, but not on your face, throat or below your wrist. Tattoos should be treated like speech – no swearing, hateful comments or lewd jokes or images.

### PIERCINGS

Small or moderately sized earrings and gauges are allowed, no bigger than a dime and no more than two per ear. Small nose studs are allowed but not through the septum. No other visible pierced jewelry or body adornments are allowed.

### SHIRTS

A Fired Pie branded shirt must be worn at all times. Shirts must be clean and free of dirt or debris with no holes. Shirts must be purchased at the employees expense. Shirts must be long enough so your midsection doesn't show and no longer than your back pockets. Undershirts may be worn, but must be all black. \*\*First shirt is free.\*\*

### SHOES

Black closed-toed shoes are required. Heels are not permitted and shoes should be slip-resistant.

*TO CLARIFY... No black pants, sweatshirts, hoodies, athletic pants, leggings, yoga pants, sweat pants, skirts, accessories not mentioned here, open-toed shoes, cowboy boots, or highly fragrant perfume, cologne, deodorants or powders.*