



***Bill Miller Bar-B-Q
offers:***



- *Flexible Hours*
- *Above Average Pay*
- *Full & Part-Time Positions*
- *Tuition Reimbursement*
- *1/2 Price Employee Meals*
- *Paid Personal Days*
- *Paid Vacation*
- *Health Insurance*
- *401k Retirement Plan*
- *Management Opportunities*
- *Drug-Free Workplace*



A Bill Miller Bar-B-Q Employee

Bill Miller Bar-B-Q's primary objective is to provide "Total Customer Satisfaction." Our recipe to success begins with these four (4) basic ingredients:

1. Serving good, high-quality products at affordable prices
2. Delivering fast, friendly and quality service
3. Efficiently operating clean, well-kept stores
4. Hiring friendly, highly motivated individuals

Bill Miller employees are a highly motivated team of individuals who possess the following qualities:

PUNCTUALITY - Arriving to work early every day (10-15 minutes early)

DEPENDABILITY - Being at work regularly as scheduled.

PROFESSIONALISM - Presenting a well-groomed appearance which inspires confidence in customers (such as, clean and neat work shirt, neat and clean dark jeans, printed cap, hairnet if required, name tag and safe comfortable shoes); well kept, conservative hairstyles. Clean, maintained fingernails, jewels on nails are not allowed; no jewelry on hands except for one smooth plain wedding band; stud ear piercings are limited to a maximum of 3 per ear, a bar counts as 2 of the 3 ear piercings: only one facial piercing is allowed; **tongue piercing is prohibited**; visible tattoos are allowed on hand, arms, neckline, behind the ear, etc. provided they are not obscene, offensive, or vulgar. **Facial tattoos are not allowed.** Employees must always maintain good personal hygiene.

BEHAVIOR - Remaining calm, cheerful and courteous even when exposed to stressful working conditions; always displaying a positive attitude.

INITIATIVE - Offering assistance to help co-workers complete their job assignments whenever possible.

ADAPTABILITY - Ability to accept constructive criticism, recognize mistakes and most importantly learning from them so as not to repeat them.

An employee's personal success is important to Bill Miller Bar-B-Q since it is only through their efforts that service can be provided. Every effort is made to assist an individual in adjusting to employment with Bill Miller Bar-B-Q and to finding satisfaction and productive achievement in their work. An employee's personal happiness will be closely related to their happiness in their work, so the first step in any successful relationship is to clearly understand the rules that regulate that connection.

Because of the nature of the restaurant business, regular attendance by each employee is mandatory. Excessive absenteeism and tardiness places an undue burden and workload on other employees of the company. Bill Miller Bar-B-Q operates seven (7) days a week and in the best interest of providing quality products and prompt customer service, employees are expected to work any shift if the need arises, work past their scheduled time, or work in any work area for which they are qualified. Work hours are scheduled by the manager to meet the needs of the restaurant as required by customer flow.

Personal telephone calls should be limited to calls of an urgent or emergency nature only. Family members/friends are asked to remain outside of the building while waiting on the employee to complete his/her job duties.

We are proud of our employees and the progressive environment we have developed. If you consider yourself as the 4th ingredient to our recipe, we will provide the other three so that together we can achieve success. We encourage you to accept the challenges as a member of our "Total Customer Satisfaction" team. We look forward to talking to you.