

WINTER SEPTEMBER 1ST - MAY 31ST UNIFORM GUIDE



HAT/BEANIE

Company Will Issue One Uniform Beanie, Worn with Logo Facing Forward
Black Earmuffs and Headbands Accepted



HAIR

Only Natural Hair Colors Allowed



FACIAL HAIR

- Must Be Clean Shaven Every Day
- Allowed-Mustache or Full Goatee Maintained to No More Than Three-Quarters Inch in Hair Length
- Sideburns May Not Extend Below the Earlobe
- Not Allowed - Designs Such as Handlebar Mustache, a Beard without a Mustache or Partial Beards



GLOVES/MITTENS

Acceptable in Winter Months



SUNGLASSES

Sunglasses are Never Permitted While Clocked-In. Prescription Glasses with Transition Lenses Tinted to a Max of 50% Darkness are Allowed



JEWELRY

Only Studded Earrings are Allowed in Ears. Gauges Nickel Size or Smaller and Removed. Necklaces, If Worn, Must Be Tucked Into Shirt

Not Allowed - Facial Piercings other than One Nose Stud (1.5 mm max), Tongue Piercings, Bracelets, or Any Ornaments That May Cause Injury or Harm to Yourself or a Customer's Vehicle



TATTOOS

All Arm Tattoos Must Be Covered by Black Long Sleeve Shirt or Arm Sleeve. All Leg Tattoos Must Be Covered by Shoes, Shorts or Pants. No Compression Stocking/Sleeves

All Head Tattoos Must Be Covered by Hair. Hand Tattoos and Tattoos on the Back of the Neck, from Earlobe to Earlobe are Allowed if Smaller than an Area of 4 \$.25 Quarters. Visible Tattoos that are Obscene, Disrespectful or Biased in Nature; as Determined by the Chief Operations Officer are Not Allowed



SHIRTS

Company Will Issue Three Uniform Shirts



UNDERSHIRT

Long-Sleeved, Must be Black. Short-Sleeved Must be Concealed by Uniform Shirt, Black or White



HOODIE

Company Will Issue One Uniform Hoodie. Must Be Worn Under Uniform Jacket at Express Exterior Locations. May be Worn As Needed at Flex Service Locations, Only in the Aftercare



JACKET

Company Will Issue One Uniform Jacket. Wear As Needed. Must Be Worn Zipped



BELT

Black, Material That Will Not Scratch a Customer's Vehicle, Standard Buckle Only



PANTS

Black, Fitted, Worn at the Waist Between Lower Ribs and Hip Bones, Black Snow Pants are Acceptable

No - Baggy, Loose-Fitting, Denim, Gym Shorts or Athletic Wear Including Spandex and Lycra Fabric



SOCKS

Must Be Worn



SHOES

Black, Non-Slip, Waterproof. Black Laces, Secured and Tied

No - Sandals, Open-Toed, Open-Heeled