

## **TOBACCO PRODUCTS**

The use of tobacco products is not permitted anywhere on the company's premises except in authorized and designated locations. The designated smoking area is located in the dumpster area near the back door. Employees must follow all rules posted in designated smoking areas and adhere to all policies associated with this policy.

Formosa will not tolerate employees smoking during their scheduled shifts. It does not appear as a good impression on our guests. Since we do not have a designated smoking area for employees, you must follow our non-smoking policy during your scheduled shift. If you are a smoker and are on a break, you must not be seen in uniform smoking in areas visible to guests, i.e. at the entrance.

Please take this policy into serious consideration. Imagine, you just finished smoking; you return to work with saliva on your fingers, smoke on your breath, hair or clothing and then immediately proceed to serve food and drinks to your guests. Seriously, there is no tolerance if you are a smoker who does not follow our policy on smoking habits. Extreme disciplinary actions will be taken. Also, remember, smoking is not allowed in Iowa City Restaurants. According to our policy, there will be no smoking in all back-of-the-house areas or around the restaurant property.