



PROFESSIONAL APPEARANCE

We expect our employees to look and act the role of a M.J. Design landscape professional for as long as the uniform is being worn. Please know that we expect:

- All tattoos must be hidden or obscured from plain sight.
- All facial piercings should be removed.
- Employees are to be in the proper uniform that is clean and neat in appearance. Uniforms are supplied from the waist up.

WORK ENVIRONMENT

We are a drug and alcohol free workplace— as well as 100% non-smoking company. We require that all of our employees report on time, ready and able to perform a solid day's work. Working in landscaping isn't easy, but it is rewarding. You work with other individuals who also want to work hard and have a keen attention to detail. As is the nature of our business, we often work 6 days a week during the heavy work load in the spring (Mid-March thru Mid-June). Sundays are avoided at all costs, but in the interest of full disclosure, there have been situations due to weather or a customer's special request, which required our services.

TEAMWORK

We work as a team, rarely are there assignments that involve someone working alone. Everyone gets involved in some part of the field work—from our owners to field technicians. Everyone has an appreciation for what their co-workers provide to the whole team's success. We show up on time and ready out of respect for our co-workers who are waiting on us. Punctuality and attendance is vital to the completion of each crew's daily workload, thus your dependability is paramount to our success. There is zero tolerance for unapproved absences.

**THANK YOU FOR
YOUR COMMITMENT.**