

**MOREY'S**  
*Piers*  
AND  
WATER PARKS



**IMAGECOUNTS!**

## “What am I required to have before my first day of work?”

### Pier Operations/Pier Admissions/Food & Beverage/Games/Special Events Associates

Unless otherwise indicated in this document, all Associates are required to have the following items before their first day of work:

- TAN IN COLOR, “Dockers” style, cotton shorts, pants or capris. We suggest that you purchase at least two pair of shorts or pants. (Refer to page 3 for specific requirements)
- Closed toed shoes and socks. (Refer to page 3 for specific requirements)
- Undergarments traditionally worn by adult men and women. (Refer to page 3 for specific requirements)

If you do not currently own these items, you can find acceptable attire at your local Wal-Mart. You are required to wear these uniform items while on the job, beginning with your first day of work. Morey's Piers is not responsible for the care of these items or for damage or loss of these items while performing job duties.

## Guidelines For All Team Members

### Personal Hygiene

In our industry, close contact with others is a normal occurrence. As such, daily bathing and the use of an antiperspirant or deodorant is required.

### Sunglasses

If working outdoors, you should wear sunglasses during the day to protect your eyes and to lessen fatigue. However, it is considered proper etiquette to remove your sunglasses when speaking directly with a Guest during a lengthier conversation. Sunglasses are **not** permitted to be worn after dark or in areas that are not subject to bright sunlight. If you wear prescription sunglasses, you must switch to a non-tinted pair after dusk.

### Tattoos

Visible tattoos are permitted provided they have been approved by management during the hiring process. If you are considering getting a tattoo while you are employed by Morey's Piers, we request that you wait until your seasonal employment with us has ended to avoid the problems associated with the appearance and care of a new tattoo.

### Personal Items and Lockers

- Please avoid bringing backpacks to your work locations.
- Ride and Water Park Associates: Due to the safety critical nature of these roles, cell phones, iPods, smart watches with internet connectivity, and other personal items should not be brought to your work area. Please store these items in a locker. Using these items at your work location is cause for immediate termination of employment.
- Game/Food & Beverage/Admissions Associates: To ensure we are providing the best Guest Service possible, please do not use these items on the Piers or in the Water Parks while in view of Guests or at your work location.
- Management and Supervisory Staff may use cell phones to complete work related duties when they are not performing in a safety critical role.
- Lockers are available in specific break areas on a first come-first served basis. You provide your own lock. For your convenience, locks can be purchased from the Recruiting Office for a nominal fee. All items and locks must be removed from lockers on a daily basis. Any locks that remain on a locker at the end of the day will be removed. Morey's Piers is not responsible for personal items that are lost or stolen at work, including those items stored in a locker, so please leave valuables at home whenever possible.

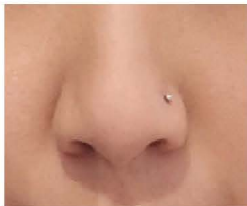
### Jewelry

- For your safety, any and all jewelry may be restricted. **If your uniform includes a shirt, you must keep all necklaces inside your shirt at all times.** Large necklaces, or those that have large items hanging from them, are not permitted.

Acceptable



Acceptable



NOT Acceptable



NOT Acceptable



NOT Acceptable



- For your safety, "post" earrings are permitted. No hoops, plugs, or anything of excessive size that dangles.
- **A small post nose piercing is permitted. Any other facial or visible body piercing must be approved by management.**
- Tongue piercings are acceptable provided the ornament remains inside your mouth at all times and does not interfere with your speech. If you have any questions, please see a member of management.

### Hairstyling & Coloring

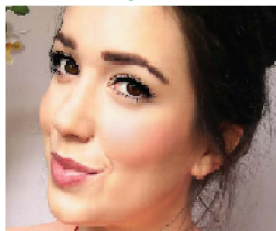
- Hair should be attractively styled, balanced in appearance, and neatly groomed.
- To maintain safety, long hair may need to be confined so it will not fall forward over the face.
- Extreme hairstyles or coloring including (but not limited to) sculptured hair, tails, long spikes, bleaching, etc., may not be permitted.
- Selectively shaving any portion of the head (mohawks, etc.), and sculpting of the eyebrows, may not be permitted.
- Appropriate hair confinement should be used in food service areas where required by law.
- Artificial hair is acceptable provided it is not extreme in color and meets all of the above requirements.
- Please use hair accessories that are professional in appearance and compliment your uniform.
- Associates working in the Food and Beverage Department must wear their hair pulled back.



## Makeup

Extreme applications of makeup may not be permitted. Facial stickers and glitter are not permitted.

Acceptable



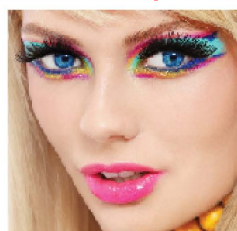
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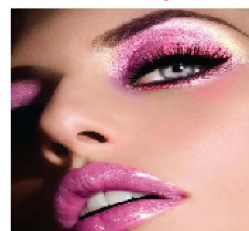
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NOT Acceptable



NOT Acceptable



## Fingernails

Fingernail length should not be a hindrance to your job duties. Feel free to wear complementary shades of polish. For men, nails must be clean and not extend beyond the tip of the finger.

Acceptable



Acceptable



Acceptable



NOT Acceptable



NOT Acceptable



NOT Acceptable



## Mustaches and Beards

Mustaches and beards are permitted, provided yours is neatly trimmed, proportioned to your face, and of a classic style. Other than established beards and mustaches (including maintained light beards) **you are expected to be clean-shaven on a daily basis.**

Acceptable



Acceptable



Acceptable



NOT Acceptable



NOT Acceptable



## NOTICE

You are responsible for loss or negligent damage to the uniform you are issued. Uniform items vary in cost. You will be charged \$5.00 for each lost or stolen ID card or nametag.

You will be held accountable for the image you portray in our uniform even when you are not "on the clock." Our Guests don't know if you are working or not. Therefore, when in view of Guests, on the clock or not, you must adhere to all standards in this handbook.

Associates are NOT permitted to participate in any ride or attraction while in uniform unless it is part of your duty. Clothing purchased at a Morey's Piers retail outlet is not to be used as a uniform item in Ride, Water Park or Game Operations. These items may be used as a uniform item in Food & Beverage and Admissions roles when specifically approved by management.

### Guidelines for Pier Operations/F&B/Special Events Associates

Ride, Game, and Food Outlet Operators, Guest Services, Cashiers, Park Services, EMTs, Restroom Attendants, etc.

#### Uniforms - General

- Uniforms must be clean and properly worn at all times.
- Shirt sleeves and shorts are not to be rolled up; collars must be worn in the down position.
- Unless your shirt is designed to remain untucked, shirts must be tucked in at all times, including break periods, while in view of the public, unless otherwise indicated by your Manager.
- Only hats purchased from Morey's Piers and approved by your department management may be worn. Hats must be worn straight and facing forward. Light molding of the hat is permitted.
- You will provide your own short/pants with belt loops. Denim, nylon, corduroy, and leggings are not permitted.
  - Shorts/pants must be solid TAN in color (unless otherwise indicated in this document) and free of other colors, stripes, designs, tassels, or decorations.
  - In certain Food & Beverage roles, black shorts or pants may be permitted. Please see your manager for specifics.
- Cargo style shorts/pants are not permitted to be worn by seasonal line staff Associates.
- Shorts and pants must be worn around the waist and not be excessively baggy, tight, long or short.
- Shorts/pants must be complimentary to your body type.
- Shorts/pants must be appropriate for a family environment.
- We reserve the right to advise you that your shorts/pants do not meet the criteria above and require you to wear something that does.



#### Undergarments

Undergarments should be **white in color** and free of decals if any portion is visible while in uniform (such as around the collar). Clothing worn under your uniform must not extend beyond the length of uniform sleeves and shorts. Undergarments traditionally worn by adult men and women must be worn at all times while in uniform. You are not permitted to wear a long sleeve shirt underneath your uniform shirt unless a jacket (or a sweatshirt, purchased from Recruiting) is worn over both shirts.

#### Nametags and Pins

**Except as indicated below, nametags must be worn at all times while in uniform.** Please wear your nametag on the right side of your shirt, across from the logo, in a straight fashion. If your shirt does not have a logo, place the nametag on the upper left part of the chest. **When wearing a jacket, or other company approved clothing over your shirt, please transfer your nametag to the outermost article of clothing.** If you forget or lose your nametag, you must purchase a replacement before you will be permitted to work.

- You may attach up to two recognition pins to your nametag. Other recognition pins may be attached to your shirt collar or hat.
- Nametags are not required for the following Food Service positions: Servers, Bussers, Full Service Like Cooks, and Bartenders.
- **You will be charged \$5.00 for each lost or stolen nametag.**



#### Hats

Hats are not required by most departments, but Morey's Piers approved hats can be purchased at Guest Services and worn with your uniform. Hats must be worn straight with the bill facing forward. Food Services Associates may be required to wear a hat or hair net while working. These will be provided by your department.

#### Shoes and Socks

Please adhere to the following safety guidelines:

- Rubber soled athletic sneakers or work shoes must be worn while on duty.
- No opened-toe or open back shoes.
- Shoes must be closed and shoelaces must be tied.
- No construction boots unless working at the Go Karts, Scooters, or Dark Attractions, as indicated in the next section.
- Socks must be worn and should match your uniform.
- Associates working in the Admissions Department may wear some types of sandals with Management approval.
- In Full Service, Line Cook positions, open-back kitchen-specific footwear may be permitted.

## Guidelines for Ride Operators working in Dark Attractions

(Ghost Ship, Pirates of the Wildwoods, Dante's Dungeon)

### Uniform Provisions

- Associates working in Pirates of the Wildwoods and Dante's Dungeon must comply with all uniform requirements as set forth in the preceding section.
- Associates working in Ghost Ship must consult the Ghost Ship Operations Manual for applicable costume and makeup requirements.
- Associates working in all dark attractions must report to their shifts wearing their company-issued Ride Operations polo shirts, and tan/khaki shorts or pants.

### Jewelry

- Any and all jewelry may be restricted. If your uniform includes a shirt, you must keep all necklaces inside your shirt at all times. Large necklaces, or those that have large items hanging from them, are not permitted unless part of your costume.
- For your safety, only "post" type earrings are permitted. No hoops, plugs, or anything that dangles excessively.
- Facial and visible body piercings may or may not be permitted. Restrictions are to ensure your safety and are at the discretion of your manager. You will not be permitted to cover facial piercings with anything.

### Hairstyling & Coloring

- Extreme hairstyles or coloring including, but not limited to, sculpted hair, tails, long spikes, dying, bleaching, are permitted at the discretion of your manager.
- Selectively shaving any portion of the head (mohawks, etc.) and sculpting of the eyebrows, is permitted at the discretion of your manager.
- Artificial hair is acceptable.

### Makeup

- For associates working in *Ghost Ship* and *Dante's Dungeon*, Unless otherwise indicated by your manager, makeup should not be worn to work because you may be required to remove it prior to applying your attraction makeup.

### Name Tags and Pins

- Associates working at the load position of *Dante's Dungeon* must wear a name tag on the outside of their costume/uniform.
- Associates working at *Pirates of the Wildwoods* must wear a name tag on the outside of their costume/uniform.
- Associates working in the *Ghost Ship* queue must wear their name tag on the outside of their costume/uniform.
- Associates working in the interior of *Dante's Dungeon* are not required to wear a name tag while in that position.

### Facial Hair

- Mustaches and beards are permitted at the discretion of your manager.

### Shoes and Socks

- Associates working in *Ghost Ship* are **required** to wear black, steel-toed construction boots while on duty. Associates may wear sneakers to and from their shift and may change upon arrival at their work location, or may wear their boots to and from their shift.
- Associates working in *Pirates of the Wildwoods* and *Dante's Dungeon* are encouraged to wear black, steel-toed construction boots. Associates may wear sneakers to and from their shift and may change upon arrival at their work location, or may wear their boots to and from their shift.
- Socks must be worn and should match your costume/uniform.
- Shoelaces must be tied.
- No open-toed or open back shoes.
- No high heels, platform, or ballerina shoes.



### Sweatshirts/Sweaters

In the event of inclement weather, you may wear a sweatshirt or sweater under your company-issued jacket. You may layer clothing as much as you like, provided that our shirt, jacket, or a Morey's Piers logo sweatshirt (purchased from Recruiting), is worn as the outermost article of clothing. Morey's Piers items purchased at our retail stores cannot be worn as a uniform item unless you work in Food & Beverage or Admissions/Retail, and the item is approved by management.

### Food & Beverage Associates

Associates assigned to Specialty Foods, such as Jumbo's and Curley's Fries, will be provided with a Morey's Piers issued shirt specific to that outlet and a belt. All other F&B Associates will be provided with a Morey's Piers issued T-shirt and a belt. Some Food & Beverage Associates will be issued a chef jacket and/or apron. You will provide your own tan shorts/pants as stated previously unless another color is indicated by your hiring Manager. Uniform short length may vary for wait staff only with management approval. **Even though you may occasionally be working outside of public view, your shirt must be tucked in at all times, unless the shirt is not designed to be tucked in.**

### Games Associates

Your attire will consist of a Morey's Piers issued T-shirt and belt. You will provide your own tan shorts/pants as stated previously.

**Shirts must be tucked in at all times, including break periods, while in view of the public.**

### Inventory Associates

Your attire will consist of a Morey's Piers issued T-shirt and belt. You will provide your own navy blue shorts/pants as stated previously.

### Cashier and Guest Services Associates

Your attire will consist of a Morey's Piers issued shirt and belt. You will provide your own tan shorts/pants. **Shirts must be tucked in at all times, including break periods, while in view of the public.**

### Ride Operations/Wardrobe/Dispatch/Retail/Training Department Associates

Your attire will consist of a Morey's Piers issued shirt and belt. You will provide your own tan shorts/pants. **Shirts must be tucked in at all times, including break periods, while in view of the public.**

### Restroom Attendants/Park Services Associates

Your attire will consist of a Morey's Piers issued polo style shirt or t-shirt and company provided blue shorts and a belt. **Shirts must be tucked in at all times, including break periods, while in view of the public.** *During periods when the parks are not open,* you may wear either the above items or you may choose to wear either a company provided t-shirt or company provided gray sweatshirt and your own pants. Pants are required to be Dickies 874 Traditional Work Pants, or similar, in the color of navy. These pants may also be worn while we are open. The sweatshirt may only be worn while we are closed.

### EMTs

Your attire will consist of a Morey's Piers issued, EMT specific, polo style shirt and belt. You will provide your own tan shorts/pants.

**Shirts must be tucked in at all times, including break periods, while in view of the public.**

### Special Events Associates

Your attire will consist of a Morey's Piers issued shirt and belt. You will provide your own tan shorts/pants. **Shirts must be tucked in at all times, including break periods, while in view of the public.**

### Go-Karts

Your attire will consist of a Morey's Piers issued high visibility style shirt and blue shorts and belt. You may also provide your own tan shorts/pants. **Shirts must be tucked in at all times, including breaks, while in view of the public.**

### Bumper Cars

Your attire will consist of a Morey's Piers issued polo style shirt and blue shorts and belt. You may also provide your own tan shorts/pants. **Shirts must be tucked in at all times, including breaks, while in view of the public.**



### Pier Attractions Supervisors

- Company provided short sleeve, button-down shirt with logo.
- Tan shorts or pants.
- Company provided brown belt, or other neat, plain, brown or black belt to match shoes.
- Professional looking sneakers when wearing shorts. Plain sneakers, smart casual, or business casual shoes while wearing pants. No high heels, flats, or platform shoes are permitted.

### Pier Assistant Attractions Supervisors and Interns

- Company provided short sleeve, blue polo style shirt..
- Tan shorts or pants.
- Company provided brown belt, or other neat, plain, brown belt.
- Professional looking sneakers when wearing shorts. Plain sneakers, smart casual, or business casual shoes while wearing pants. No high heels, flats, or platform shoes are permitted.



### Games Operations Supervisors and Managers

Your attire will consist of a Morey's Piers polo style shirt and tan shorts/pants. You must purchase your own shorts/pants and belt that meet all of the above guidelines. Shirts must be tucked in.



... AT MOREY'S PIERS!

Examples of Appropriate and Inappropriate Attire...

There is no middle ground. Either you are in uniform or you are not. If you are not, you will be sent home notation will be made on your performance record.

YES!

BELT LOOPS W/  
BELT

DOCKER STYLE  
SHORTS TAN IN  
COLOR  
Not cargo style

APPROPRIATE  
LENGTH



SHIRT  
NEATLY  
TUCKED IN  
AT ALL  
TIMES

PROPER FIT  
Not too loose  
Not too Tight



BELT LOOPS W/  
BELT

DOCKER STYLE  
PANTS TAN IN  
COLOR  
Not cargo style

APPROPRIATE  
LENGTH

NO!



NO BELT LOOPS  
NO BELT

NOT COTTON  
Denim not allowed

TOO TIGHT



NO BELT LOOPS  
NO BELT

CARGO STYLE

TOO LONG

TOO SHORT

TIED or  
ELASTIC PANT



INAPPROPRIATE  
STYLE  
Open Style  
Hard Sole  
No Support  
No Cushion



APPROPRIATE  
STYLE  
Fully Closed  
Rubber Soles  
Good Support  
Sufficient Cushion

## Guidelines for Operations Managers, Area Managers, Senior Supervisors, and Operations Supervisors (Pier Operations)

As a member of our management team, you are expected to uphold a professional appearance at all times. All clothing must be of proper size and in good condition. You shall be in full and proper attire (including shoes) immediately upon arriving for duty (including before the pier opens) and remain that way until you leave the facility at the end of your shift. Wide brim hats that completely encircle the wearer's head are permitted as a form of sunblock if desired. Baseball type hats and visors are not permitted. Please follow the guidelines presented for "Pier Operations Supervisors" with the following exceptions:

### MALE - Day Attire:

- Short sleeve or long sleeve business casual or dress shirt that conveys a professional image. Shirt can be button-down or polo. Shirts shall be solid or muted pattern in style, and may only feature Morey's Piers logo.
- Cotton shorts or pants. No cargo shorts/pants/capris. No shorts longer than the top of the knee or more than 3" above the knee. Pants should be worn whenever temperature permits.
- Leather-look, solid brown or black (to match shoes, shirt, and pants/shorts) belt.
- Sneakers or other matching closed-toe shoe when wearing shorts & matching shoes that convey a professional image when wearing pants.

### MALE - Night Attire (after 7:30 PM):

- Short sleeve or long sleeve business casual or dress shirt that conveys a professional image. Shirt can be button-down or polo. Shirts shall be solid or muted pattern in style, and may only feature Morey's Piers logo.
- Cotton business casual or dress pants. No cargo pants.
- Leather-look, solid brown or black (to match shoes, shirt, and pants) belt.
- Brown or black, oxford style shoes.
- Matching tie is optional. A tie is not permitted with a short sleeve shirt.

### FEMALE - Day Attire:

- Short sleeve, 3/4 sleeve, or long sleeve business casual or dress shirt that conveys a professional image. Shirt can be button-down or polo. T-shirts and sleeveless shirts are not permitted. Shirts should be neither excessively tight nor excessively loose. Shirts must be modest in style and fit with no visible cleavage. Shirts shall be solid or muted pattern in style, and may only feature Morey's Piers logo.
- Cotton shorts or pants. No cargo shorts/pants/capris. No shorts longer than the top of the knee or more than 3" above the knee. No exceptions. Pants should be worn whenever temperature permits.
- Professional solid color belt (to match shoes, shirt, and pants/shorts).
- Sneakers or other matching closed-toe shoe when wearing shorts & matching shoes that convey a professional image when wearing pants.

### FEMALE - Night Attire (after 7:30 PM):

- Short sleeve, 3/4 sleeve, or long sleeve business casual or dress shirt that conveys a professional image. Shirt can be button-down or polo. T-shirts and sleeveless shirts are not permitted. Shirts should be neither excessively tight nor excessively loose. Shirts must be modest in style and fit with no visible cleavage. Shirts shall be solid or muted pattern in style, and may only feature Morey's Piers logo.
- Cotton business casual or dress pants. No cargo pants/capris.
- Leather-look, solid brown or black (to match shoes, shirt, and pants) belt.
- Shoes that match the look and provide for necessary mobility.

## ... AT MOREY'S PIERS!

### Guidelines for Water Park Associates

Lifeguards, Admissions/Concierge, Park Services, Supervisors, and Management

#### Lifeguards

Your attire will consist of a Morey's Piers issued red bathing suit, t-shirt or long sleeve shirt, visor/hat, whistle with name tag lanyard, and rain poncho. You will provide your own polarized sunglasses. You may choose to go barefoot while on duty, but you must provide your own sandals or beach type shoes when footwear is required to move around the property.

#### Admissions/Concierge

Your attire will consist of a Morey's Piers issued shirt, name tag lanyard, and rain poncho. You will provide your own tan shorts or pants and brown or black belt. Footwear must be worn. You may choose to wear any style flat footwear or sandal. Approved hats are permitted but not required. **Unless your shirt is designed to remain untucked, shirts must be tucked in at all times, including break periods, while in view of the public, unless otherwise indicated by your Manager.**



#### WP Park Services

Your attire will consist of a Morey's Piers issued shirt, hat, name tag lanyard, and rain poncho. You will provide your own tan shorts or pants, brown or black belt, and closed-toe footwear. **Shirts must be tucked in at all times, including break periods, while in view of the public.**

#### Aquatics Supervisor/Leads

Your attire will consist of a Morey's Piers issued blue bathing suit, shirt or long sleeve shirt, visor/hat, whistle with name tag lanyard, hip pack, rash guard, and rain poncho. You will provide your own polarized sunglasses and aquatic footwear with a heel strap.

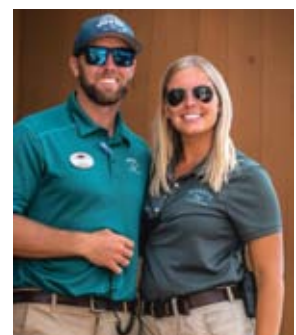
#### Admissions Supervisor/Leads

Your attire will consist of a Morey's Piers issued polo style shirt or approved shirt, nametag, and rain poncho. You will provide your own tan shorts or pants, brown or black belt, and closed-toe footwear. Approved hats are permitted but not required. **Unless your shirt is designed to remain untucked, shirts must be tucked in at all times, including break periods, while in view of the public, unless otherwise indicated by your Manager.**



#### Water Park Management

Your attire will consist of a Morey's Piers issued polo style shirt or approved shirt, nametag, and rain poncho. You will provide your own tan shorts or pants, brown or black belt, and approved footwear. Approved hats are permitted but not required. **Unless your shirt is designed to remain untucked, shirts must be tucked in at all times, including break periods, while in view of the public.**





## Proof That Our Image Really Does Count!

(Received via email)

I just wanted to take a moment to let you know about my experience at your Piers this weekend. My family and I (husband and a two and three yr. old) spent Saturday afternoon on your rides. I was extremely impressed with your employees. They were all dressed so neatly, very friendly, safe, extremely helpful and patient. Thank you again for a wonderful weekend. This was our first visit and we now hope to come annually and start a new family tradition!

Sincerely,

Robyn McLaughlin

### Violations of Image Counts

These guidelines have been established to provide our Guests with the consistency of service they deserve and the level of professionalism they demand. This is Morey's Piers 2022 "Image Counts!" version. All previous versions are void.

Please remember that this is a "no excuse" uniform policy. You are either in uniform, or you are not. If you come to work in improper uniform attire, or with pieces of your uniform missing, you may be sent home.

Our goals in the administration of this policy are consistency and fairness. Therefore, we encourage you to keep these guidelines handy and revisit them from time to time. Members of your Management Team will always be available to answer any questions you may have regarding this policy. As a rule, in everything you do, use your best judgment. When in doubt, ask.

Deviation from *Image Counts!* will result in the following actions being taken by your management team:

#### 1. First violation of any type:

The team member will receive verbal coaching explaining exactly what portion of their appearance is unacceptable, and how it shall be corrected. The violation will be noted on the Associate's Record Card.

#### 2. Second violation of the same type:

The team member will receive verbal coaching and the violation will be noted on the Associate's Record Card. Disciplinary action including loss of ride privileges may be invoked.

#### 3. Third violation of the same type:

The team member will receive further disciplinary action, not excluding termination.

### NOTES:

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