



5-16. Company Uniforms and Apparel

To ensure FRONTIER Building client-facing and job site employees engaged in project related operations are clearly identified as representing the company, FRONTIER Building has established the following uniform and apparel policy.

Employees engaged in tasks involving client and alliance partners are required to wear company-designated uniforms and are expected to exhibit professional conduct and behavior at all times while working and representing FRONTIER Building.

Each new employee will receive uniforms upon hire based on their position. Employees are required to sign for the uniforms, and the uniforms are considered company property and are to be returned in the event of termination of employment or anytime on demand.

Upon issue, company uniforms become the responsibility of the employee for maintenance and care. In the event a uniform needs repair or replacement, employees will be required to return the uniform in exchange for a replacement. While normal wear and tear is expected, excessive damage or loss of company uniforms may result in disciplinary action.

FRONTIER Building may issue new uniforms periodically or require uniforms to be returned for special purposes (e.g., logo change, corporate color change). Employees will be given notice of the exchange, and the company will provide suitable replacement uniforms.

Employees are required to return all issued uniforms upon termination of employment. If all issued uniforms are not returned, FRONTIER Building will deduct the cost of the uniforms from the employee's final paycheck (except where such deductions are prohibited by state law).