WHATABURGER®

UNIFORM PROGRAM GUIDE

Family Member Responsibilities

It is a General Manager's responsibility to report to work representing the brand well in the required uniform. A General Manager must maintain provided garments and replace an item once it no longer meets standards of appearance due to fading, stains, etc.

Upon hiring a new Classic or Ventures Family Member the uniform requirements and allocation are outlined on the Uniform Program Guides for each position. Allocation rates are a minimum requirement and may be increased at the discretion of the restaurant management based on need and budget.

GENERAL MANAGER

Provided by Whataburger®

- **5 BUTTON DOWN SHIRTS** - Available in the following color options: orange/white houndstooth, blue/white houndstooth, grey/white houndstooth, solid white, solid grey, and solid blue
- **1 NAMETAG** - Engraved
- **1 BLACK HAT**

Provided by Family Member

- **BLACK, GREY OR KHAKI PANTS** - Plain with pleated or flat front (i.e. no cargo pants)
- **BLACK BELT** - Plain (i.e. no decorations), buckle conservative in both size and appearance
- **BLACK SHOES** - Slip resistant, restaurant grade shoes

HAT / VISOR: Hat/visor must be worn squarely, bill centered and facing forward. Follow local health department guidelines.

BUTTON DOWN SHIRT: Shirts should be neatly pressed, tucked into your slacks and belted at the waist. Men's/unisex and women's styles are available in short or long sleeve. No long sleeve undershirts are to be worn under short sleeve button down shirts.

* Note: A maternity option is available in solid white.

NAMETAG: Your engraved nametag should be worn on the upper right side of the outermost layer of clothing to ensure it is visible to our customers.

DRESS PANTS: Pressed dress pants in a solid color. Please use acceptable color guidelines and range here:

BLACK GREY KHAKI

SHOES: Shoes must be black in color, closed heel and toe and must be restaurant grade non-skid and slip resistant. Tennis shoes or canvas footwear are not allowed. Socks or nylons are always worn with shoes. Family Member can voluntarily enroll in the Whataburger sponsored Shoes for Crews program.

BLACK CLOTH APRONS - WAIST & BIB STYLES: A minimum of 5 aprons are required to be on hand per restaurant - 2 waist aprons and 3 bib aprons. The General Manager can order additional aprons as needed. At General Manager's discretion and based on position assignments, an assigned Family Member will be responsible for laundering and maintaining aprons.

PLASTIC APRONS: Plastic aprons are optional and are to be worn as needed.

JACKETS: 3 jackets are required per restaurant (sizes are determined by restaurant management). Laundering needs/costs are to be coordinated with the Area Manager. Jackets must be worn with a safety vest when Family Members are outside.

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MANAGER

Provided by Whataburger®

- **5 STRIPED BUTTON DOWN SHIRTS** - Available in the following color options: orange/white, blue/white, and grey/white
- **1 NAMETAG** - Engraved
- **1 BLACK HAT**

Provided by Family Member

- **BLACK PANTS** - Plain with pleated or flat front (i.e. no cargo pants)
- **BLACK BELT** - Plain (i.e. no decorations), buckle conservative in both size and appearance
- **BLACK SHOES** - Slip resistant, restaurant grade shoes

HAT / VISOR: Hat/visor must be worn squarely, bill centered and facing forward. Follow local health department guidelines.

BUTTON DOWN SHIRT: Shirts should be neatly pressed, tucked into your slacks and belted at the waist. Men's/unisex and Women's styles are available in short or long sleeve. No long sleeve undershirts are to be worn under short sleeve button down shirts.

* Note: A maternity option is available in solid white.

NAMETAG: Your engraved nametag should be worn on the upper right side of the outermost layer of clothing to ensure it is visible to our customers.

DRESS PANTS: Pressed dress pants in black.

SHOES: Shoes must be black in color, closed heel and toe and must be restaurant grade non-skid and slip resistant. Tennis shoes or canvas footwear are not allowed. Socks or nylons are always worn with shoes. Family Member can voluntarily enroll in the Whataburger sponsored Shoes for Crews program.

BLACK CLOTH APRONS - WAIST & BIB STYLES: A minimum of 5 aprons are required to be on hand per restaurant - 2 waist aprons and 3 bib aprons. The General Manager can order additional aprons as needed. At General Manager's discretion and based on position assignments, an assigned Family Member will be responsible for laundering and maintaining aprons.

PLASTIC APRONS: Plastic aprons are optional and are to be worn as needed.

JACKETS: 3 jackets are required per restaurant (sizes are determined by restaurant management). Laundering needs/costs are to be coordinated with the Area Manager. Jackets must be worn with a safety vest when Family Members are outside.

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TEAM LEADER

Provided by Whataburger®

- **3 GREY POLO SHIRTS**
- **1 NAMETAG** - Not Engraved
- **1 BLACK HAT**

Provided by Family Member

- **BLACK PANTS** - Plain with pleated or flat front (i.e. no cargo pants)
- **BLACK BELT** - Plain (i.e. no decorations), buckle conservative in both size and appearance
- **BLACK SHOES** - Slip resistant, restaurant grade shoes

HAT / VISOR: Hat/visor must be worn squarely, bill centered and facing forward. Follow local health department guidelines.

POLO SHIRT: The polo shirt needs to be tucked in, and belted at the waist. The men's/unisex polo shirt should be buttoned with the exception of the top button. Men's/unisex and women's styles are available in short or long sleeve. No long sleeve undershirts are to be worn under short sleeve polo shirts.

NAMETAG: Your nametag should be worn on the upper right side of the outermost layer of clothing to ensure it is visible to our customers. Nametag should include first name only in all caps and on clear or white tape with black ink.

DRESS PANTS: Pressed dress pants in black.

SHOES: Shoes must be black in color, closed heel and toe and must be restaurant grade non-skid and slip resistant. Tennis shoes or canvas footwear are not allowed. Socks or nylons are always worn with shoes. Family Member can voluntarily enroll in the Whataburger sponsored Shoes for Crews program.

BLACK CLOTH APRONS - WAIST & BIB STYLES: A minimum of 5 aprons are required to be on hand per restaurant - 2 waist aprons and 3 bib aprons. The General Manager can order additional aprons as needed. At General Manager's discretion and based on position assignments, an assigned Family Member will be responsible for laundering and maintaining aprons.

PLASTIC APRONS: Plastic aprons are optional and are to be worn as needed.

JACKETS: 3 jackets are required per restaurant (sizes are determined by restaurant management). Laundering needs/costs are to be coordinated with the Area Manager. Jackets must be worn with a safety vest when Family Members are outside.

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TEAM MEMBER/PORTER

Provided by Whataburger®

- **3 ORANGE POLO SHIRTS**
- **1 NAMETAG** - Not Engraved
- **1 BLACK HAT**

Provided by Family Member

- **BLACK PANTS** - Plain with pleated or flat front (i.e. no cargo pants)
- **BLACK BELT** - Plain (i.e. no decorations), buckle conservative in both size and appearance
- **BLACK SHOES** - Slip resistant, restaurant grade shoes

HAT / VISOR: Hat/visor must be worn squarely, bill centered and facing forward. Follow local health department guidelines.

POLO SHIRT: The polo shirt needs to be tucked in, and belted at the waist. The men's/unisex polo shirt should be buttoned with the exception of the top button. Men's/unisex and women's styles are available in short or long sleeve. No long sleeve undershirts are to be worn under short sleeve polo shirts.

NAMETAG: Your nametag should be worn on the upper right side of the outermost layer of clothing to ensure it is visible to our customers. Nametag should include first name only in all caps and on clear or white tape with black ink.

BLACK PANTS: Pants may be purchased from a retailer of your choice within the requirements provided below.

Pants cannot:

- have holes
- be cargo or painter style
- have decorations
- have exaggerated boot cut
- have patches
- be low-waist style
- be cut off
- drag on the ground
- be frayed
- be too tight
- hang off waist
- be made of stretch material

SHOES: Shoes must be black in color, closed heel and toe and must be restaurant grade non-skid and slip resistant. Tennis shoes or canvas footwear are not allowed. Socks or nylons are always worn with shoes. Family Member can voluntarily enroll in the Whataburger sponsored Shoes for Crews program.

BLACK CLOTH APRONS - WAIST & BIB STYLES: A minimum of 5 aprons are required to be on hand per restaurant - 2 waist aprons and 3 bib aprons. The General Manager can order additional aprons as needed. At General Manager's discretion and based on position assignments, an assigned Family Member will be responsible for laundering and maintaining aprons.

PLASTIC APRONS: Plastic aprons are optional and are to be worn as needed.

JACKETS: 3 jackets are required per restaurant (sizes are determined by restaurant management). Laundering needs/costs are to be coordinated with the Area Manager. Jackets must be worn with a safety vest when Family Members are outside.

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SERVICE AMBASSADOR

Provided by Whataburger®

- **3 WHITE BUTTON DOWN SHIRTS**
- **1 NAMETAG** - Not Engraved
- **1 BLACK HAT**

Provided by Family Member

- **BLACK PANTS** - Plain with pleated or flat front (i.e. no cargo pants)
- **BLACK BELT** - Plain (i.e. no decorations), buckle conservative in both size and appearance
- **BLACK SHOES** - Slip resistant, restaurant grade shoes

HAT / VISOR: Hat/visor must be worn squarely, bill centered and facing forward. Follow local health department guidelines.

BUTTON DOWN SHIRT: Shirts should be neatly pressed, tucked into your slacks and belted at the waist. Men's/unisex and women's styles are available in short or long sleeve. No long sleeve undershirts are to be worn under short sleeve button down shirts.

* Note: A maternity option is available in solid white.

NAMETAG: Your nametag should be worn on the upper right side of the outermost layer of clothing to ensure it is visible to our customers. Nametag should include first name only in all caps on clear or white tape with black ink.

DRESS PANTS: Pressed dress pants in black.

SHOES: Shoes must be black in color, closed heel and toe and must be restaurant grade non-skid and slip resistant. Tennis shoes or canvas footwear are not allowed. Socks or nylons are always worn with shoes. Family Member can voluntarily enroll in the Whataburger sponsored Shoes for Crews program.

BLACK CLOTH APRONS - WAIST & BIB STYLES: A minimum of 5 aprons are required to be on hand per restaurant - 2 waist aprons and 3 bib aprons. The General Manager can order additional aprons as needed. At General Manager's discretion and based on position assignments, an assigned Family Member will be responsible for laundering and maintaining aprons.

PLASTIC APRONS: Plastic aprons are optional and are to be worn as needed.

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