



Uniform Policy / Grooming Guideline

Note: This policy is general to Premier Aquatics. There may be specific uniforms or guidelines based on specific location(s) worked. This will be reviewed with you in your orientation.

Uniforms must be kept clean, free of odor, and in presentable condition. If your uniforms are stained, ripped, changing color, etc. Please reach out to your Regional Manager and we will replace them. If you would like additional uniform items, they are available to purchase through the corporate office.

Uniforms: Provided by Premier Aquatics

Guidelines: Employees are responsible for adherence to the grooming and dress standards set forth in this policy and/or must adhere to specific guidelines provided by their facility.

Employees who work in the field (or have the potential of being called to the field) must adhere to the grooming and dress standards set forth in this policy.

Employees should be prepared to go in the water and perform a rescue, at any time, no matter what you are wearing.

Lifeguard Uniforms

- 1 pair of red shorts
- 2 lifeguard t-shirts

Lifeguard Guidelines

- In colder weather:
 - o Premier provided red shorts should be worn under sweatpants, athletic pants, or over the top of work appropriate leggings or tights.
 - o Premier provided parkas may be worn when weather permits.
 - o Premier ponchos may be worn when weather permits.

Lifeguard Required Items to be provided by the employee.

- Hip Pack, CPR masks, whistle, and lanyard
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Lifeguard/Loop Manager

- 2 grey or black t-shirts

Lifeguard/Loop Manager Guidelines

- Uniform t-shirt must be worn with work appropriate pants or shorts.
 - o Pants or shorts should be solid colors; Black, blue, grey, red, or khaki.



- In colder weather:
 - o Sweatpants, athletic pants, or work appropriate leggings or tights.
 - o Jacket may be worn when weather permits. Preferred solid colors or athletic brands of which are solid in color; black, blue, red, or grey.

Lifeguard/Loop Manager Required Items

- Hip Pack, CPR masks, whistle, lanyard, and walkie talkie where permitted.
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Pool Monitors Uniforms

- 1 pair of red shorts
- 2 Pool Monitor t-shirts

Pool Monitor Guidelines

- In colder weather:
 - o Premier provided red shorts should be worn under sweatpants, athletic pants, or over the top of work appropriate leggings or tights.
 - o Jacket may be worn when weather permits. Preferred solid colors or athletic brands of which are solid in color; black, blue, red, or grey.

Pool Monitor Required Items to be provided by the employee.

- Hip Pack, CPR masks, whistle, and lanyard
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Customer Service Representative Uniform

- 2 grey or black t-shirts

Customer Service Representative Guidelines

- Uniform shirt must be worn with work appropriate pants or shorts.
 - o Pants or shorts should be solid colors; Black, blue, grey, or khaki.

Camp Counselor Uniform

- 2 gray or black t-shirts
- 1 rash guard
- Camp shirt

Camp Counselor Guidelines

- Swimsuit with full coverage tops and bottoms (for wet activity)
 - Uniform item must be worn depending on activity taking place. (i.e., rash guard for wet activity and t-shirt for dry activity).
 - o Uniform t-shirt must be worn with work appropriate pants or shorts.
 - Pants or shorts should be solid colors; Black, blue, grey, or khaki.
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Swim Instructor & Coaches

- 1 Swim Instructor Rash Guard
- 2 grey or black t-shirts

Swim Instructor & Coach Guidelines

- Swimsuit with full coverage tops and bottoms (for wet activity)
 - Uniform item must be worn depending on activity taking place. (i.e., rash guard for wet activity and t-shirt for dry activity).
 - o Uniform t-shirt must be worn with work appropriate pants or shorts.
 - Pants or shorts should be solid colors; Black, blue, grey, or khaki.
 - In colder months, wetsuits may be worn.
 - o Wetsuits should be solid colors; Black or blue.
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Deck Manager

- 1 pair of red shorts
- 2 grey or black t-shirts

Deck Manager Guidelines

- Swimsuit with full coverage tops and bottoms (for wet activity)
- Uniform item must be worn depending on activity taking place. (i.e., rash guard for wet activity and t-shirt for dry activity).
 - o Uniform t-shirt must be worn with work appropriate pants or shorts.
 - Pants or shorts should be solid colors; Black, blue, grey, or khaki.
- In colder weather:
 - o Sweatpants, athletic pants, or work appropriate leggings or tights.
 - o Jacket may be worn when weather permits. Preferred solid colors or athletic brands of which are solid in color; black, blue, red, or grey.
 - o Wetsuits should be solid colors; Black or blue.

Deck Manager Required Items

- Hip Pack, CPR masks, whistle, lanyard, and walkie talkie where permitted.
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Summary and Examples

*Sun protection is highly recommended. Some examples are but not limited to, sunscreen, glasses, hats, etc. Sun shirts are permitted however, must be worn under your uniform shirt.

Shoes – Remember, they might have to go in the water.

- You are required to come to work with appropriate footwear for the season.
- No lace up boots/rain boots, however, slip on rain boots are allowed only when weather permits.
- Shoes may not go above the ankle.

Hats

- We encourage you to protect your head.
- Solid color hats are allowed.
 - o Hats may not reference drugs, nudity, political preference, or profanity.
 - o Hats must be forward worn.

Sweatshirts and Sweatpants

- In colder weather, employees may wear a solid color (black, grey, blue, or red) sweatshirt under your Premier t-shirt.
- Sweatpants should be solid color (black, grey, red, or blue) with no large logos.

Work appropriate attire examples.

Acceptable

- Full coverage bathing suits (for wet)
- Rain boots (Howard Johnson Hotel only)
- Premier branded clothing or poncho
- Rain boots when weather permits

Not Acceptable

- Torn or holey jeans / jeans for lifeguard
- Multi-color pants / shorts
- Heels
- High Tops or boots above the ankle
- Pajama Pants
- See through leggings
- House or sheepskin slippers