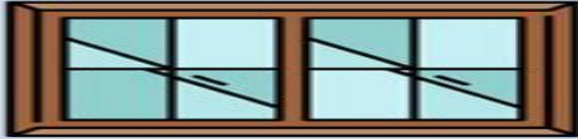


HAVMOR | COFFEE DISTRIBUTOR EMPLOYEE HANDBOOK



Everything you
need to know
to get started!



Cover Page

TABLE OF CONTENTS

- 3 Company Overview
- 4 Your First Day
- 5 Corporate Social Responsibility
- 6 Company Core Values
- 7 Payroll
- 8 Benefits Package
- 11 Time Off Policies
- 12 Employee Behavior

Page 2

COMPANY OVERVIEW: Letter from CEO Carl Miles

Havmor was founded in 2005, a small business with a few full-time employees and coffee farmers. From an initial coffee distribution point of employees surrounding (initially, off-camera) a modest community that a lot of people have built, we've grown into a growing community and they're all here.

Through the growth of Havmor, we've been able to help the average coffee grower build sustainable quality reputation, improve the lives of the people who work for them. A few generations, with the help of some very smart and motivated people, we've been able to do this.

Our commitment to being a part of the community, we've been able to help the average coffee grower build sustainable quality reputation, improve the lives of the people who work for them. A few generations, with the help of some very smart and motivated people, we've been able to do this.

Carl Miles, CEO



Page 3

YOUR FIRST DAY: Schedule & Onboarding

Please arrive at the Havmor office at 10:00AM on Sept. 5, 2023.



11:00AM-12:00PM

Your weekly company meeting will begin at 11:00AM. You'll be invited to join a team (likely a weekly meeting) to introduce yourself to your new team. We'll also provide you with a tour of the office.



12:30PM-1:00PM

Lunch will be provided for you. We'll have a meeting with you to discuss your goals and expectations.



12:00PM-12:30PM

Your first meeting, Tuesday, September 5th, will be at 12:00PM. We'll have a meeting with you to discuss your goals and expectations.



AFTER LUNCH

Continue to work on your first day. We'll have a meeting with you to discuss your goals and expectations.

Page 4

CORPORATE SOCIAL RESPONSIBILITY

An Ethical World

Our commitment to being a part of the community, we've been able to help the average coffee grower build sustainable quality reputation, improve the lives of the people who work for them. A few generations, with the help of some very smart and motivated people, we've been able to do this.

Our commitment to being a part of the community, we've been able to help the average coffee grower build sustainable quality reputation, improve the lives of the people who work for them. A few generations, with the help of some very smart and motivated people, we've been able to do this.

Getting Involved

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Our commitment to being a part of the community, we've been able to help the average coffee grower build sustainable quality reputation, improve the lives of the people who work for them. A few generations, with the help of some very smart and motivated people, we've been able to do this.

At Havmor, you are part of a greater good serving communities around the world.

Our commitment to being a part of the community, we've been able to help the average coffee grower build sustainable quality reputation, improve the lives of the people who work for them. A few generations, with the help of some very smart and motivated people, we've been able to do this.



Page 5

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Edward M. Anson



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Table of Contents How To Write An Employee Manual

1. Understanding the eBook How To Write An Employee Manual
 - The Rise of Digital Reading How To Write An Employee Manual
 - Advantages of eBooks Over Traditional Books
2. Identifying How To Write An Employee Manual
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an How To Write An Employee Manual
 - User-Friendly Interface
4. Exploring eBook Recommendations from How To Write An Employee Manual

- Personalized Recommendations
- How To Write An Employee Manual User Reviews and Ratings
- How To Write An Employee Manual and Bestseller Lists
- 5. Accessing How To Write An Employee Manual Free and Paid eBooks
 - How To Write An Employee Manual Public Domain eBooks
 - How To Write An Employee Manual eBook Subscription Services
 - How To Write An Employee Manual Budget-Friendly Options
- 6. Navigating How To Write An Employee Manual eBook Formats
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 - Adjustable Fonts and Text Sizes of How To Write An Employee Manual
 - Highlighting and Note-Taking How To Write An Employee Manual
 - Interactive Elements How To Write An Employee Manual
- 8. Staying Engaged with How To Write An Employee Manual
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers How To Write An Employee Manual
- 9. Balancing eBooks and Physical Books How To Write An Employee Manual
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection How To Write An Employee Manual
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine How To Write An Employee Manual
 - Setting Reading Goals How To Write An Employee Manual
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of How To Write An Employee Manual

- Fact-Checking eBook Content of How To Write An Employee Manual
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
- Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
- Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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