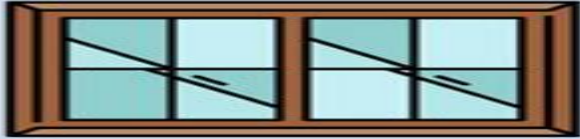


HAVMOR | COFFEE DISTRIBUTOR EMPLOYEE HANDBOOK



Everything you
need to know
to get started!



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COMPANY OVERVIEW: Letter from CEO Carl Miles

Havmor was founded in 2005, a small business at its heart, committed to a few of our core goals: quality, social responsibility, and coffee. Over the years, our coffee distribution has grown significantly, but our commitment to these values remains the same. We are proud to be a part of a community that values quality, social responsibility, and coffee.

Throughout the years, I have been fortunate to have a team of dedicated professionals who have helped us grow our business. I am proud to have a team that is committed to our values and our customers. I am proud to have a team that is committed to our values and our customers.

Our commitment to quality, social responsibility, and coffee is our foundation. We are committed to our values and our customers. We are committed to our values and our customers. We are committed to our values and our customers.

Carl Miles, CEO



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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. This is a great time to get to know your colleagues and learn about the company's goals and vision.



12:00PM-12:30PM

Your first meeting, Donnie Brown, Director of Operations, will meet with you to discuss your onboarding schedule.



12:30PM-1:00PM

Lunch is provided for you. Please enjoy your meal and take a break from work.



AFTER LUNCH

Continue to meet with Donnie Brown. He will provide you with a tour of the office and introduce you to the rest of the team.

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Page 4

CORPORATE SOCIAL RESPONSIBILITY

An Ethical World

At Havmor, we believe in doing business the right way. We are committed to ethical practices and social responsibility. We are committed to ethical practices and social responsibility.

Our commitment to ethical practices and social responsibility is our foundation. We are committed to ethical practices and social responsibility. We are committed to ethical practices and social responsibility.

Getting Involved

We encourage our employees to get involved in our community. We are committed to ethical practices and social responsibility. We are committed to ethical practices and social responsibility.

Our commitment to ethical practices and social responsibility is our foundation. We are committed to ethical practices and social responsibility. We are committed to ethical practices and social responsibility.

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

We are committed to ethical practices and social responsibility. We are committed to ethical practices and social responsibility. We are committed to ethical practices and social responsibility.



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How To Write An Employee Manual

Lingjun Ying



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