

## POLICY ON EMPLOYEE DISCOUNT

JFC POLICIES: FREQUENTLY ASKED QUESTIONS

EFFECTIVITY DATE: 1 January 2017 POLICY NUMBER: CHR#32

	QUESTION	ANSWER
1	What is the Policy on Employee Discount?	The policy covers all the guidelines, procedures, and limitations in granting and availing employee discounts.
2	Who is covered by this policy?	All probationary and regular employees of JFC Companies with an Employee Discount Program are covered by this policy.
3	What is the entitled company discount?	The employee discount differs per each company and is only applicable to your specific brand. Please refer to your benefits summary table.
4	What are the limitations of this discount?	<ul> <li>The discount can only be availed by the company given the ff conditions:</li> <li>It is availed from a company owned branch</li> <li>The discount applies to item purchases of not more than the maximum amount stated in your Employee Discount Program</li> <li>The discount does not apply to value meals or any purchases with special promotions</li> </ul>
5	Can I use this discount to pay for the meals of friends or relatives?	Employees may avail of the discount in treating friends or relatives provided that he is present and is able to sign at the time of purchase.
6	How many times can I use the discount privilege?	The discount may be availed more than once a day, provided that the purchase limit stated is not exceeded.
7	How do I avail of the employee discount?	You can avail your employee discount by simply presenting your valid JFC ID upon ordering. "No ID, No Discount" shall apply at all times.