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## Panda express employee handbook pdf

English (UK) English (USA) Español (Latinoamérica) Panda Express, the largest chain of Asian restaurants across the USA is concerned about its employees. Because of this, it offers a wonderful range of panda express staff benefits that help employees to their physical and mental well-being, and emotional well-being. Panda Express's Work Benefits program includes health insurance, paid time, income protection, scholarships, and more. Panda Express's advantages ensure that employees thrive in every aspect of life. Panda Express Employee Benefits Panda Express is a popular fast food chain serving Chinese-American cuisine in America. With over 2,200 locations, it is the largest chain of Asian restaurants. Headquartered in Rosemead, California, more than 50,000 employees have been assigned to serve customers throughout the day, 365 days, 24x7 hours. To keep its employees happy and loyal, Panda Express is providing a unique and comprehensive Panda Express employee benefits program like various types of savings plans and welfare benefits after employees retire. The main motivation behind offering attractive employee benefits at Panda Express is to ensure a steady source of cash later in life for the employer's family also helps them to save and invest for retirement to ensure a steady source of cash. So, if you are an employee or company at Panda Express, you can read here you can get additionally paid from the restaurant. Panda Express Professional Benefits Panda Express offers first-class professional benefits to its employees that help them live a healthy work-life balance – basic wages and bonuses – Panda Express offers competitive wages for all positions, as well as great rewards for all partners. Health and Wellness – Living a healthy lifestyle is part of the panda route. Panda restaurant covers 80% of insurance premiums and 50% for qualified adhesion. Employee Privileges - Partners access discounts on theme parks, movie tickets, mobile phones, gym membership, panda restaurant restaurants, and much more. Stock options and future savings - Stock options and 401 (k) eligible savings accounts are offered. Panda Restaurant Group will match 401 (k) contributions up to 4%. Continuing Learning - The Learning Benefit Program offers qualified partners up to US\$525 for accredited courses, books and audio recordings. The scholarship program helps qualified partners with up to 80% tuition coverage, up to a maximum of \$2,500 per year, panda fast leave policy - paid leave with the goal of promoting and maintaining a healthy work-life balance, protecting future income, and panda express holiday policy pending along significant employee discounts to help with employee career and personal development. Panda Express Holiday Policy Includes - Paid Vacation Depending on the job, the associate may be eligible to start taking paid leave (PTO) or leave on the first day of work. The maximum amount earned by PTO or the leave earned per year increases depending on the length of service. Sick leave - Panda Express offers paid sick leave per hour to non-administrative colleagues (full-time or part-time) paid sick leave. Thanksgiving and Christmas Day holidays are celebrated uniformly throughout the company with additional holidays for qualified colleagues. Affiliates who work every hour on Thanksgiving or Christmas are paid 1.5 times their average wages. Bereavement time - Qualified partners can take up to three days (or 24 hours) of paid leave in the event of immediate family death after two months of full-time service. Life Insurance - Eligible partners are automatically enrolled in the basic life insurance plan. Panda Restaurant Group pays in full for a lifetime life insurance benefit equivalent to your annual base salary of \$50,000. Short-term and long-term disability - Panda Restaurant Group offers short-term and long-term disability insurance that partially protects employee income, in the event that an employee is unable to work due to injuries other than work, illness, pregnancy or otherwise. Cancer Protection - Panda Restaurant Group qualified people can purchase additional income protection to cover cancer diagnosis and other preventive measures. Here is a brief account of all panda express benefits and employee discounts – Panda Express 401k Panda Express Employee Life Insurance Benefit stake time off dental insurance flexible insurance program employee excellent work assistance program/balance of life and disability insurance assistant employee assistance program (EAP) education assistance program tuition payment bonus payment in general, employee benefits at Panda Express exceed the combined benefits compared to others in this area. Panda Express's benefits aim to enhance the personal and financial security of the employee through interest programs and handsome packages. So, if you are considering building a career at Panda Express, be sure to read all the benefits of Panda Express and employee discounts offered by the company. Hopefully, you like the information available on the advantages of panda express staff. If you have any questions or questions regarding the employee benefits at Panda Express? Drop it in the comment section below. Thank you! We believe in the whole person's approach to health, which involves physical, mental and emotional health. Our overall benefits ensure that you thrive in every aspect of your life. The benefits overview of the time off panda income protection total rewards package benefits include health insurance, income protection, paid time, educational scholarships and more. basic wages and bonuses we offer competitive wages for jobs, as well as bonuses for all associates. Eligible future stock options and savings partners are offered stock options and 401 (k) savings accounts. Panda Restaurant Group will match 401 (k) contributions up to 4%. Perks associate employee get discounts on parks, movie tickets, mobile phones, gym membership, panda restaurant group restaurants, restaurants and much more. Health and wellness living a healthy lifestyle is part of the panda route. Panda restaurant covers 80% of insurance premiums and 50% for qualified adhesion. Continuous Learning Learning Program offers qualified partners up to \$525 for accredited courses, books and audio recordings. The scholarship program helps qualified partners cover tuition fees of up to 80%, up to a maximum of \$2,500 per year. Depending on the job, the associate may be eligible to start taking paid leave (PTO) or leave on the first day of work. The maximum amount earned by PTO or the leave earned per year increases depending on the length of service. Thanksgiving and Christmas are celebrated throughout the organization with additional holidays for qualified partners. Affiliates who work every hour on Thanksgiving or Christmas are paid 1.5 times their average wages. We offer free sick leave by non-administrative colleagues (full-time or part-time) on paid sick leave. Eligible partners can take up to three days (or 24 hours) of paid leave in the event of immediate family death after two months of full-time service. Eligible partners are automatically enrolled in the basic life insurance plan. Panda Restaurant Group pays in full for a lifetime life insurance benefit equivalent to your annual base salary of \$50,000. Short- and long-term disability insurance partially protects your income if you are unable to work due to non-work, illness, pregnancy or other injuries. Qualified partners can also purchase additional income protection to cover cancer diagnosis and other preventive measures. The following statement reveals the privacy practices of Panda Restaurant Group, Inc., including Panda Express, Panda Inn and Habat San (combined, panda or we or we), as of September 22, 2005 (as recently amended on July 19, 2013). By using and/or browsing this site, you agree to this privacy policy, the legal statement and all applicable laws governing its use. Be sure to check this page periodically for updates, as your continued use of this site indicates that you agree to any changed terms. Panda reserves the right to review this privacy policy at any time and without notice. Any such review will take effect as soon as it is posted on this website. Panda is the sole owner of information collected on pandaexpress.com, pandainn.com, hibachisan.com pandarg.com (collectively, this site). Information about you is collected when you use and/or contact through this website including, but not limited to, the information you provide on the registration pages and other forms on the Internet, surveys, and through submissions through this site. We will not lease or sell information to any third party that is not associated with this information, or authorize any of our third-party partners to sell or rent any of this personal information. We collect personal information only when it is voluntarily presented as discussed in this statement. We do not authorize third parties not associated with Panda to use your information independently for their own purposes, such as direct marketing. In addition, we may share your information with our affiliates, franchisees, licensees, lenders, investors and/or third-party service providers. We may in a timely manner manage surveys, hold contests, or submit special offers to our database of users who have chosen to allow us to contact them by email or text message. Participation in any of these online programs is voluntary, and our guests will always have the option not to provide information and/or not to participate in the programs. The information collected may include contact information, demographic information, and opinions. The information may be used by third parties working on our behalf to contact a guest if they win a competition, send special offers, or help us determine what consumers love and their preferences to improve our food, restaurants, general customer experience, websites and marketing. We will not make any of the information collected available to third parties other than on our behalf only. The information collected may be combined with other information collected about you and may be used to help us better understand and serve our customers including, but not limited to, responding to your requests for information and/or services, providing you with information about new products or services, enhancing our users' experiences on our restaurant sites or on this site, conducting research and analysis, and measuring the effectiveness of online and offline marketing efforts by Panda. In the jobs section of our websites we have an employment application. Completing this form is voluntary, and all information collected is directed to human resources in the form of an e-mail or employment website. The information you provide online may be shared through this website by panda, its affiliates and affiliates. We protect the confidentiality of this information sent to Panda; however, this online privacy policy does not apply to any emails and faxes you send to Panda. When we view our website you may store the information on your computer called cookie. The cookie helps us design our website to suit your preferences and interests. Most internet browsers allow you to scan, block or give you a warning before Cookies are stored. You'll be able to visit most areas on our sites without storing cookies. More information about cookies can be found in sometimes provide links to third-party websites on our websites. We add these links to provide more information and enjoy your web experience from our websites. We try to fully review the sites we link; however, we are not responsible and have no control over content, privacy practices, policies or information-gathering practices from those pages. These sites may use their cookies or ask you for personal information. Please read the Privacy Policy/Terms and Conditions of any website you visit before providing them with personal information. You can provide personal information via cell phone, smartphone and tablet. If you use any possible products for the site, you may send us location information. Panda does not store or use this information other than providing the service you requested. For example, a mobile product may use GPS data to find a nearby restaurant you ordered. The features enabled by the site are subscription features, you can control your participation and you can turn off these services at any time. Panda uses a variety of new technologies and social media options to connect and interact with consumers. These sites and mobile apps include social media and media sites, such as Twitter and Facebook. If you post updates or receive updates from www.twitter.com www.facebook.com and other websites on social networks, during the SMS promotion period from your wireless phone, your wireless service provider may charge you for every text message you send and receive. You should consult your wireless service provider regarding their pricing plans, as prices may vary. The use of third-party social networking sites, such as Twitter and Facebook, is subject to their privacy practices. Panda does not capture or store your login information or any other personally identifiable information for Twitter, Facebook and other social networks, however, session information or cookies may be stored on your wireless phone, through their websites. Web-supported mobile apps may use cookies, web beacons, and other ways to personalize your browsing experience. Please see Panda's privacy policy for more information. Some mobile apps will use Google Analytics (or a similar tool) to help us better serve our customers by improving products, services, and reviews for mobile apps. This information collected will not identify you panda. However, we may let us know anonymously, the services and features that are most used within the app, as well as the type of device and hardware features, country and download language. Use Third-party services such as social sharing sites (such as Facebook and Twitter) are subject to the privacy practices of these services. Panda does not capture or store your login information or other personal information for these services, but session information or cookies may be stored. Sharing Panda does not share any information collected with third parties with the following exceptions: Panda may provide some personal data to third-party partners who provide essential services to your mobile user experience. All requests are sent over your mobile network and may be accessed by your service operator. See your carrier's privacy policies for additional information. Some mobile products and services and manufacturers allow you to interact and share your information with others. For example, you might want to tweet or post on facebook page content from the Panda Mobile App. Consult the mobile device manufacturer, product or mobile app privacy policies for additional mobile marketing and advertising information if you participate in any advertising or marketing of promotions will be treated in accordance with the specific privacy statement of this promotion which cannot and does not apply to this privacy statement. Wireless Promotional Opportunities Panda may provide users and viewers with the opportunity to register for special promotions via mobile text messages and other wireless devices. Users must give their consent to receive this information from Panda, either by registering on our website or via your wireless device. Promotional opportunities may be provided by pandas and/or third-party panda service providers. The information requested as part of the online registration process may include, but is not limited to, the user's phone number or wireless email address (only if specifically requested) and the name of your mobile company. Please note that most wireless transmissions are not secure and there is a greater risk of an unknown third party intercepting messages or personal information of the user when using a wireless communication device. Users who register for Panda wireless services acknowledge and agree that they may be charged by the user's wireless carrier for all messages between Panda and the user. Standard messaging rates will be applied, unless otherwise stated. Our website, Panda, or its affiliates, will not, under any circumstances, be liable for any email charges or text messages incurred by a user or person who has access to the user's wireless device, phone number or email address. The termination of wireless services by the user users may cancel their consent to receive mobile messages for marketing promotion from Panda and/or its affiliates through the following procedure: The user may One or more services via their wireless device at any time using panda's unsubscribe mechanism at the time the message is sent, or by sending a text message that says PANDASTOP or STOP. Panda will end user registration of the latest wireless service sent to the user. Any of these words in the user's termination request will cancel all wireless services registered to the user with Panda. If the user cancels the subscription from one or all of panda's service via their wireless device, the service (services) will be terminated immediately and the user's previous subscription will be cancelled. Panda will not use a wireless phone number, a traditional online wireless email address or other information provided for wireless marketing promotions for any purpose other than to provide the required services, unless we give you advance notice of any other use. We will not share any personal information with third-party service providers unless you disclose this. Age Restrictions We love having your kids visit our websites with you and hope that our sites are fun and educational for your kids. However, the Children's Privacy Act states that you cannot provide us with personal information if you are under the age of 13. If you do not provide us with personal information, you represent that you are at least 13 years old. We ask parents to register any panda cards purchased for their children in the name of the parent's father. We do not request, request or collect personal information from anyone we know is under the age of 13. If we receive actual knowledge that we have collected or received personal information from anyone under the age of 13, we will delete this information immediately from our database as soon as possible. If a parent or guardian learns that his or her child has provided personal information or has posted any posts on this site, the parent or guardian must contact us so that we can delete this information. The confidentiality and security of personal information will make reasonable efforts to maintain the confidentiality of your personal information, except otherwise provided for in this Privacy Policy. We will not share personal information with any non-affiliated third party, unless such disclosure is necessary (a) to comply with a court order or other legal proceedings, (b) to protect your rights or property; (b) to protect your rights or property; (b) to protect your rights or property; or (b) to protect your rights or property; or (e) protect your rights or property. Or (c) the imposition of the legal statement of this site. Although we take measures to protect against unauthorized disclosure of personal information, we cannot assure you that the personal information we collect will be disclosed only in a manner consistent with this privacy policy. Link, quick connection, in www.pandaexpress.com. To update or learn more about your Panda Express gift card, please visit us at the Legal Panda Restaurant Group, Inc. www.pandaexpress.com/giftcards/agreement Panda which requires the approval of all visitors to this site to these terms and conditions (terms and conditions). If you do not agree, you should not use this site. By accessing this site, you refer to your recognition and acceptance of these terms and www.pandarg.com www.pandaexpress.com www.pandainn.com www.hibachisan.com www.pandacares.org conditions. Panda Restaurant Group, or any of the related, affiliated or affiliated companies (combined panda restaurant group, Inc.) or copy, distribute, republish, download, publish or send in any way without prior written consent from panda restaurant group, and modify or use materials for any other purpose that violates Panda Restaurant Group's intellectual property rights. Property or intellectual property rights are not transferred to you by accessing this site, but remain with Panda Restaurant Group, Inc., which has a full and complete address of the materials on this site. 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You agree to defend, compensate and contract Panda Restaurant Group, Inc., its affiliates, officers, managers, employees, agents, licensees, business partners, and harmless suppliers of and against any actual or threatened claims, actions or claims, business reasons, damages, losses, expenses, liabilities and settlements including For example, but not limited to, reasonable legal and accounting fees and litigation costs, resulting, or allegedly resulting from, or in connection with, your use of the site, including, but not limited to, your use of the site in a manner that violates or allegedly violates this statement of terms and conditions or any applicable law. Online email sendings may not be safe. Please consider this fact before emailing any personal or confidential information. Various terms and conditions will be regulated and interrupted in accordance with the laws of the State of California, within the United States of America, regardless of any principles that are against the laws. This is the full agreement between the parties regarding the use of this site. Panda Restaurant Group can review these terms and conditions at any time by updating this post. Panda Restaurant Group, inc. products and services available in many parts of the world. However, the Panda Restaurant Group website may describe products and services that are not available worldwide. This site may be linked to other sites not held by Panda Restaurant Group, Panda Restaurant Group, and a company that is not responsible for the content of those sites. Panda Express Gift Card AgreementRead the terms and conditions that apply to the prepaid account of card.© 2015 Panda Restaurant Group, Inc. all rights reserved. Panda Express Gift Card agreement is completed on the purchase or receipt of the Panda Express gift card (or card). The following Panda Express Gift Card Agreement describes the terms and conditions that apply to your card's prepaid account. By using your card, you agree to the terms of this agreement between you and Panda Restaurant Group, a California company, and its affiliates (including, among others, Panda Express, Please keep a copy of this agreement for your records. About your account, Panda Express Purchases only the card has been issued to you by panda restaurant group, inc. allows you to load the value of the dollar on your card for future purchases at participating Panda Express stores. The value of the dollar you charge on your card is only a down payment for goods and services (but cannot be used to purchase other gift cards) for participating Panda Express stores. Credit card, credit line, overdraft protection or deposit account are not linked to the card, unless required by law or permitted under this Agreement, any amount on your card is non-refundable and may not be refunded in cash. No interest, profit or other profit will accrue to funds deposited on your card or paid or deposited to you by Panda Express. The value associated with the card is not insured by the Federal Deposit Insurance Corporation (FDIC) or any other government or quasi-government entity. Most Panda Express sites in the United States accept your card. Some Panda Express-branded sites may not allow you to use the payment card, including some airports, groceries, playground, casino, amusement park, hospitals, university sites or stores in Puerto Rico and those outside the United States. We reserve the right not to accept the card or restrict its use if we reasonably believe that the use is unauthorized, fraudulent or illegal. Download a value on your card in the United States, you can load the dollar on the card using your credit card, debit card or cash by visiting any participating store. You may not charge more than \$500 on your card. The minimum amount to be charged on your card is \$10 at participating stores. Panda Express may change the maximum and minimum amounts at any time by notifying you at the point of sale or phone when you call or on the Panda Express website, and this change is not an amendment to this agreement. Panda Express card balance charges no fees for issuing, activating or using your card. There is no expiration date for your energy. Receipts and data card holders are not sent statements of transactions classified from a card account. You can check your card balance by calling 1-888-532-7126 or reviewing recent transactions on your card by calling 1-800-877-8988. You will need your card to be available to access your account. The account balance of a card will also appear on your receipt from the POS record. When you use your card, you will receive a receipt if you request a receipt but you will not be asked to sign the receipt. The receipt will indicate that the purchase was made using a card and will provide the remaining balance of your card. You must keep receipts and check your online statement to make sure that The account balance is correct. Gift cards will be redeemed in cash, at the customer's request, when the gift card balance drops to less than \$10. If you have questions regarding the date of transactions or any correction, or if you object to any transaction or correction assessed against your card, please call 1-800-877-8988. We will conduct an investigation, report the results and correct any error we verify once the investigation is completed. If no error is found, we will deliver an explanation. We will not be held responsible for any billing error unless you send us a notice within 60 days of the transaction in question. You should closely monitor transactions and account balances. Liability for unauthorized transactions because your card is used like cash for purchases from Panda Express, you are responsible for all transactions associated with your card, including unauthorized transactions. If your card is lost, stolen or destroyed, it cannot be redeemed. Changes to this Agreement May modify the terms of this Agreement at any time, including any rights or obligations you may have or we may have. If you have registered your card, we will notify you of any change, addition or deletion by email. In addition, we will post the terms to the amended agreement on our website. As permitted by applicable law, any change, addition or deletion will take effect at the time we publish the revised agreement on our website or otherwise as stated in our notice to you. Unless otherwise stated, the change, add-on or deletion will apply to your future and current cards. You are considered to accept changes, additions or deletions if (1) you do not notify us in writing within 20 days of our notice date or any other time specified in the notice, or (2) the use of your card after this notice period. If you do not accept changes, extensions or deletions, your card will be cancelled and any remaining amounts will be refunded to you. Cancellthis agreement may suspend or terminate this agreement and cancel or limit any or all of the rights and privileges granted to you at any time without notice or liability. Termination may result from your fraudulent or unauthorized use of the card. If we terminate this agreement without reason, we will refund or issue store balances equal to the balance deposited in your card account, less any amounts you may owe us. Arbitration rightsread this section carefully. It affects the rights that you might otherwise have. It provides for the resolution of most disputes through arbitration rather than trials and collective proceedings. Arbitration is final and binding and subject to Very limited review by the court. This arbitration clause must survive the termination of this agreement. Arbitration is obliged to broadly interpret this provision to include all disputes or claims arising from our relationship. Any dispute or claim by you against us (or against any of our subsidiaries, parent company or affiliate) arising from or related to this Agreement or your use of the card (whether based on contract, damage, statute, fraud, misrepresentation or any other legal theory) It will be resolved by binding arbitration but (a) you can take the claims to the Small Claims Court if they are eligible for hearing by such a court, or (b) you or may choose to pursue claims in court if the claims relate only to the collection of any debts you owe us. However, even for those claims that may be filed in court, you and we both waive any claims for punitive damages and any right to pursue claims on the basis of class or representation. Arbitration proceedings must first present any claim or dispute to us by contacting our guest relations department to allow us an opportunity to resolve the dispute. You can apply for arbitration if you cannot resolve your application or dispute within 60 days. Any dispute or claim shall be arbitrated in accordance with the American Arbitration Association (AAA) as amended under this agreement. AAA rules and information on arbitration and fees are available on request from AAA (call 1-800-778-7879) or online at adr.org. You and we agree that this agreement proves a transaction in interstate commerce and this arbitration and enforcement judgment will be interpreted and enforced in accordance with the U.S. Federal Arbitration Act and the Federal Arbitration Act. Unless you agree and we otherwise, any arbitration will take place in Los Angeles, California, and will take place in English. The arbitrator may not grant an exemption that exceeds or violates what is stipulated in this agreement, or order merger or arbitration on a broad or representative basis, or award punitive or other damages except for actual damages to the prevailing party, but the arbitrator may judge on an individual basis the damages required by law, and may order reparation or public redress pursuant to the applicable consumer protection law. In any arbitration that applies AAA rules applicable to large/complex cases, arbitrators must also apply federal evidentiary rules, and the losing party may have to review the award in accordance with the aaa review procedures. Any arbitration must be confidential, and neither we nor we may disclose the existence, content or results of any arbitration, except as may be required by law or for the purposes of enforcing the award. Any award may be entered into any court. If any part of this arbitration clause is decided by the court to be unworkable or invalid, the rest of the full force and effect is still given. Arbitration costs will be divided between you and us, except that for claims below \$1,000, you will be obliged to pay \$25 and we will pay all administrative costs and other fees. In all arbitrations, each party will bear the expenses of its lawyers, experts, witnesses and the preparation and presentation of evidence in arbitration. Waiving punitive damage claims and collective action under this Agreement, you and I waive certain rights to litigation in disputes in court. If this arbitration clause is deemed for any reason to be unworkable or invalid, we both waive, to the fullest extent permitted by law, any claims for punitive or exemplary damages and any right to pursue any claims on the basis of class, uniform or representative status. The ruling law - California is a californian law enforcement body despite any conflict of legal rules. Your card is issued by Panda Restaurant Group, Inc., 1683 Walnut Grove Street, Rosemead, CA 91770.Disclaimer and Limits of ResponsibilityPanda Express and its affiliates to provide any representation, guarantees or terms of any kind, expressor or implied, in relation to the card, including, but not limited to, any implied guarantee of marketing ability, suitability for a particular purpose, address, non-infringement, or any guarantee arising from the use of trade, performance path or transaction path. Do not represent Panda Express or ensure that your cards will always be available or accepted. If Panda Express or its affiliates are held liable to you, you are entitled only to recover actual and direct damages and may not exceed the last balance on your card. Whether in contract, warranty or damage (including negligence, whether active, passive or insole), product liability, aggravated liability or any other theory, even if we or our authorized representatives have been informed of the possibility of such damages. Panda Express or its affiliates are in no way responsible for unauthorized access to, alteration, theft or destruction of the card through accidents, abuse, fraud, means or devices by you or any third party, or as a result of any delay or error resulting from any circumstances beyond our control. The laws of certain states or other jurisdictions do not allow for restrictions on implicit guarantees, or limit some damage. If these laws apply, some or all of the disclaimers, exceptions or restrictions mentioned above may apply to you, and you may have rights in addition to those contained in this Agreement. In such jurisdiction, our responsibility is limited to the maximum permitted by law. We may appoint all or part of this agreement without considering this referral as a change in the Agreement, and without notifying you. Then we are freed from all responsibility. The subject shall have the same rights and obligations as the referrer and agree in writing to abide by the terms and conditions of this agreement. In full agreement, ConstructionThis Agreement is the full and exclusive statement of the agreement between you and Panda Restaurant Group, Inc., and resolves and integrates all previous proposals and all other agreements. If any provision of this Agreement has been determined to be illegal or unenforceable, this provision will be revoked to the minimum required so that this agreement remains fully in force and enforceable. The titles here are for the sole convenience of the reference and do not in any way affect the interpretation of this agreement. Inquiries or questionsIf you have any questions regarding this agreement or your card, please visit our website at PandaExpress.com or call us at 1-800-877-8988.For additional terms and conditions regarding consumer information and privacy issues, please see the Privacy page. California supply chain ActCalifornia transparency in the Supply Chain Act of 2010Panda unified agreement for its food source suppliers does not require suppliers to comply with applicable labor laws, although Panda is considering doing so in 2012. However, pandas conduct annual assessments of their food suppliers. In addition, Banda expects to expand this assessment to obtain additional information on the activities of these vendors related to the California Supply Chain Transparency Act 2010, including, where appropriate, initial risk assessment and supplier assessment questions, and subsequent steps may take the form of applications for certification and/or audit. Pandas are primarily used as a third party for verification and auditing. Panda also expects to assess whether supplementary training and/or changes in accountability standards and procedures for employees and/or contractors are appropriate. The terms and conditions of the content created by the user are the terms of use of the content (consent)1. Use of name, handle, text, image, and likeness: I hereby grant panda restaurant group, panda company, its oryx, its affiliates, successors and appointments (collectively, permitted parties) and those who act under their authority the right and permission to use my name and/or deal with, photo, semi, text and/or photograph To the social media platform such as but not limited to Twitter, Facebook and Instagram (collectively, content) on www.pandaexpress.com, www.orangechickenlove.com, www.celebratecny.com, pages they work out on Facebook, Instagram, Twitter, and other marketing materials, websites and social media platforms (combined, platforms). I agree that content may be edited, distributed, published, displayed, digitised, displayed, reproduced and used on platforms anywhere in the world and at any time for advertising purposes or in the promotion, promotion, products and/or services of permitted parties. I agree that I will not have the right to consent, no claim for compensation, nor a claim (including, but not limited to, claims based on privacy, defamation, copyright infringement) arising from any use (in accordance with the terms of such consent), obfuscation, alteration, modification, distortion, or re Wrong production, or use in any composite form of content, i irrevocably waive any and all ethical rights that I may have in the content.2 Comply with the terms of third-party platforms: I acknowledge and agree that in order to post content on the platforms, I will and continue to comply with the terms and conditions of these platforms.3 Removal: If I want to remove content from platforms, I'll send a message to: Digital@PandaRG.com. Panda will immediately remove content from platforms after receiving the removal request.4 1. Notes and guarantees/compensation: I represent and guarantee as follows: (a) I am the owner of the content and entitled to publish the content and agree to use the content as outlined herein; (b) I am the owner of the content and I am entitled to publish the content and agree to use it as set out in this text; (b) I am the owner of the content and I agree to use the content. (b) I have the full right to give panda consent to the use of content; (c) does not violate the content or use of the content permitted by the parties as outlined herein or violates intellectual property rights or other rights, including, but not limited to, any right to publicity and/or copyright, to any other person, entity or any laws Valid; (d) The content does not contain any indecent, indecent, obscene, obscene, offensive, defamatory, indecent or inappropriate material content; and (e) the content does not contain any advertising or other commercial material (other than material that may promote the products and/or services of the permitted parties). I hereby agree to compensate and upload the parties permitted and are liable harmless ly and against any and all claims, actions or actions of any kind, and of any and all damages, liabilities, costs and expenses relating to or arising from any breach or alleged violation of prior liabilities and guarantees, or any claim by a third party to use the content. 5. There is no obligation to use: I understand and agree (a) that permitted parties have no obligation to use the content (or any part of it) in any way; (b) that parties are permitted to edit content in any way prior to use; and (3) that parties permitted may cease to use and/or remove content (or any part of it) from the Platforms at any time for any reason at the discretion of the parties permitted. I also understand and agree that the permitted parties will not use any content or other material that, at their own discretion, finds inappropriate, indecent, obscene, repugnant, defamatory or defamatory, or that the permitted parties believe that they may infringe or violate the rights of others, including, without restriction, privacy, publicity or intellectual property rights or conflict with the image of good faith and trademark that the parties who, at their sole discretion, choose to transfer. 6. Governing law/dispute resolution/liability reduction: I agree that any and all disputes that I may have with, or claims that I may have, arising from or associated in any way with content (or any part of it), must be subject to the laws of the State of California. Any claim, case or dispute, arising in relation to content will be resolved categorically without the right of appeal by binding arbitration which is made in California in accordance with the commercial arbitration rules of the American Arbitration Association. Before arbitration begins, the parties agree to use goodwill efforts to negotiate a commercial solution for at least thirty (30) days after the claim, case or dispute arises. To the extent that any content claim is permitted to be filed in any court, I agree: (a) this action must be filed exclusively in federal courts or courts of the state of Los Angeles, California, and I hereby agree and subject to the personal and exclusive jurisdiction of these courts for the purposes of litigation in any such procedure; (b) this procedure shall be resolved individually, not as part of a class action; and (c) any claims/judgments/damages must be limited to the actual costs of his or her pocket. 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