**ANTI-NEPOTISM POLICY**

The employment of relatives can cause various problems, including charges of favoritism, conflicts of interest, family discord and scheduling conflicts that work to the disadvantage of both the Isaac’s Deli, Inc. and its employees. Therefore, members of an employee's immediate family will be considered for employment on the basis of their qualifications. Immediate family may not be hired if employment would:

* Create a supervisor/subordinate relationship between a General Manager and a family member;
* Have the potential for creating an adverse impact on work performance; or
* Create either an actual conflict of interest or the appearance of a conflict of interest.

This policy must also be considered when transferring, or promoting an employee. Exceptions may be made for temporary assignments, lasting less than a year and must be approved by the Senior Manager of People. For the purpose of this policy, immediate family includes: spouse, parent (including in-laws), child (including step or adopted children), sibling, aunt, uncle, niece/nephew, grandparent (direct ancestor), grandchild (direct descendant) or any relative who lives with the employee.

Employees who become immediate family members may continue employment as long as it does not involve any of the above. If one of the conditions outlined should occur, attempts will be made to find a suitable position within Isaac’s Deli, Inc to which one of the employees will transfer. Isaac’s Deli, Inc will make reasonable efforts to assign job duties so as to minimize problems of supervision, safety, security or morale until a transfer can be determined upon. If accommodations of this nature are not feasible, the employees will be permitted to determine which of them will resign. If the employees cannot make a decision, the Company will decide in its sole discretion who will remain employed.

This policy does not apply to "close relatives" or immediate family members who already are employed by Isaac’s Deli, Inc. as of 2/1/12. This waiver, however, may not be used as a basis for further exceptions subsequent to 2/1/12.