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FOXSCAPES
LAWNCARE/LANDSCAPING/SNOWREMOVAL

FOXSCAPES 

COMPANY HANDBOOK



**We exist
to build connections,
grow long-term
relationships, and
invest in others through
providing quality lawn
care & landscaping
services.**

OUR CORE VALUES

- **HONESTY**
- **INTEGRITY**
- **TRUST**
- **LONG-TERM RELATIONSHIPS**
- **PERSONAL CONNECTIONS**
- **HORTICULTURAL PRACTICES**
- **COMMUNICATION**



BUILDING CONNECTIONS

We strive to build connections not only in our industry, but with the people in our own community who matter most to us: our neighbors and customers. We continue to invest in these relationships, driven by our core values of honesty, integrity, trust, and communication. We seek to actively educate our team through suppliers, trade shows, the horticulture program at Michigan State University, and industry mentors to provide our best work to our customers.

PROVIDING SERVICE OVER A LIFETIME

We aim to maintain healthy, long-term relationships with our customers through honesty, integrity, and the best horticultural practices. We believe that through the highest quality service, communications, and trust, we can create a relationship that will last a lifetime.

INVESTING IN PEOPLE

We define success not by the size of our equipment or the scale of our projects, but rather our people. We live by the principles of personal connections and trust to provide a favorable place to be employed that results in excellent execution of our projects. We believe in taking care of the people who work with us because they are valuable to our customers and our community.

HOW WE DO IT



EMPLOYMENT AT FOXSCAPES

COMPANY CULTURE

Building and maintaining good relationships between our staff and our customers is important to us. We believe growing long-term connections through honesty and best horticultural practices allows us to provide the highest quality of service. We live by the principles of personal connections and trust allows us to provide a favorable place to be employed and an excellent execution of our projects. We believe in taking care of the people who work with us because they are valuable to our customers and our community. We do this through offering competitive compensation, healthcare, and opportunities for growth at Foxscapes.

COMPETITIVE COMPENSATION

Our goal is to provide competitive compensation for employees because we believe that in order for us to be successful, our people have to be successful. We want our people to go home and have financial success where they will be able to reinvest in the people and the community they care about.

T **ADVANTAGE**

HEALTHCARE ADVANTAGE

We care about the people who allow us to be successful and want them to be healthy. We believe that healthcare for all is extremely important and we will work hard to offer the most competitive cost-effective benefits to our team.

ROOM FOR GROWTH

Through building connections, providing a lifetime of service, and investing in others, we have the key components for growth and we desire to see our people grow with us. We have endless room for growth and opportunity, and we want to invest in the people who work for us.

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MORE INFORMATION ON EMPLOYMENT

PAY & COMPENSATION

Foxscapes believes that every employee has the right to be paid fairly and we aim to make each employee feel valued. Foxscapes determines pay and compensation by job title, experience, and how long an individual has been with the company. Foxscapes will have an evaluation after the first two (2) pay periods for new employees where performance will be discussed. There will also be annual evaluations. Communication is important and any employee at any point can contact Nathan if they have questions or concerns.

TRANSPORTATION

Foxscapes understands that transportation can be expensive but employees are required to have reliable transportation to and from work each day. Employers will be driving company vehicles and are required to have clean driving records.

DRUGS & ALCOHOL

Foxscapes believes that every employee should have a safe and clean environment to work in and to provide the highest quality service it is unacceptable to use any drugs or alcohol at work.

EMPLOYMENT OPPORTUNITIES

ATTENDANCE POLICY TO WORK

While we believe providing high quality services to our clients throughout the season is vital, we value family and personal time for our employees. We believe this gives sufficient time to rest and recharge and will allow a team member to give their best efforts while on the job. Foxscapes allows each employee to have two (2) paid personal days per season after the first sixty (60) days of employment (not during blackout weeks). We understand extenuating circumstances arise and we will work with you through clear communication to schedule an employee fairly. As a Foxscapes policy, an employee must contact Nathan three business (3) days prior to unpaid absences and one week prior to any planned, paid absences. If you are ill, an employee must notify Nathan by phone two (2) hours before scheduled work.

If a during a scheduled work time an employee is absent, there will be one “grace day.” If a second unplanned absence occurs, that employee that employee will be subject to possible termination. We believe in strong work ethic and a commitment to doing our best — for ourselves and our community. This way, we can build connections, grow long-term relationships, and invest in others through providing quality lawn care & landscaping services.



LEARN MORE ABOUT THE FOXSCAPES STORY AT
FOXSCAPESMI.COM/ABOUT

FOXSCAPES

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