Chipotle Employee Handbook

Chipotle Employee Handbook: A Guide to Navigating Your Role Successfully **chipotle employee handbook** serves as an essential resource for anyone stepping into a role at this popular fast-casual restaurant chain. Whether you are a new hire or a seasoned team member, understanding the guidelines, expectations, and culture outlined in the handbook can make a significant difference in your day-to-day work experience. This article delves into the key elements of the Chipotle employee handbook, offering insights and tips to help employees thrive in their positions.

Understanding the Purpose of the Chipotle Employee Handbook

The employee handbook at Chipotle isn’t just a stack of rules to follow; it’s designed to foster a positive work environment, ensure safety, and align all team members with the company's mission. At its core, the handbook acts as a comprehensive guide that explains everything from company policies to workplace etiquette.

Setting Expectations for Employees

One of the primary functions of the handbook is to set clear expectations. This includes: - Attendance and punctuality standards - Dress code and personal hygiene requirements - Customer service principles unique to Chipotle’s brand - Procedures for handling food safety and sanitation - Guidelines for teamwork and communication By clearly outlining these expectations, the handbook helps employees understand their responsibilities and how their role fits into the broader company goals.

Importance of Company Culture and Values

Chipotle emphasizes its commitment to food integrity, sustainability, and community engagement. The employee handbook highlights these core values, encouraging staff to embody them in their daily tasks. Employees are reminded that their work contributes not just to customer satisfaction but also to ethical business practices and environmental stewardship.

Key Sections You’ll Find in the Chipotle Employee Handbook

Every employee handbook is structured to cover various aspects of employment, and Chipotle’s version is no different. Here’s a closer look at some essential chapters that employees

should pay attention to:

Code of Conduct and Workplace Behavior

Chipotle expects all employees to maintain professionalism and respect in the workplace. The handbook explains: - Anti-discrimination and harassment policies - Conflict resolution steps - Expectations for respectful communication - Procedures for reporting grievances Understanding this section is crucial for maintaining a harmonious environment where everyone feels safe and valued.

Work Schedules and Time-Off Policies

Managing shifts and time off can sometimes be tricky in the fast-paced restaurant environment. The handbook details: - Scheduling protocols and shift swaps - Procedures for requesting time off or sick leave - Policies on breaks and meal periods Knowing these policies helps employees plan their time effectively and avoid misunderstandings with management.

Health and Safety Guidelines

Safety is a top priority at Chipotle, especially given the nature of food preparation. The handbook covers: - Proper food handling and hygiene standards - Equipment usage and maintenance - Emergency procedures, including fire drills and first aid - COVID-19 protocols and updates (where applicable) This

section not only protects employees but also ensures customer safety and compliance with health regulations.

Tips for Making the Most of the Chipotle Employee Handbook

Simply having the handbook isn't enough; actively using it can greatly enhance your work experience. Here are some practical tips:

Read Thoroughly and Refer Regularly

Though it might be tempting to skim through, taking the time to read the handbook thoroughly helps you avoid surprises down the road. Keep a copy accessible—whether digital or physical—so you can quickly reference policies if questions arise during your shifts.

Ask Questions and Seek Clarification

If any part of the handbook seems unclear or if workplace situations arise that aren't addressed, don't hesitate to ask your manager or HR representative. This shows your commitment to understanding and following company guidelines correctly.

Apply the Values and Principles Daily

The handbook reflects Chipotle's culture and mission. By

embodying these values in your interactions with customers and coworkers, you contribute positively to the workplace atmosphere and enhance your own job satisfaction.

How the Chipotle Employee Handbook Supports Career Growth

Beyond immediate job duties, the handbook often outlines opportunities for professional development within Chipotle. This might include: - Training programs and certifications - Performance review processes - Promotion pathways and leadership roles Understanding these aspects helps employees set goals and take proactive steps toward advancing their careers within the company.

Training and Development Programs

Chipotle invests in its employees by offering various training sessions that cover everything from food safety to customer service excellence. The handbook provides information on how to enroll and what to expect, empowering employees to build their skill sets.

Performance Evaluations

Regular performance reviews are part of the employee experience at Chipotle. The handbook explains the criteria used

and how feedback is delivered, helping employees prepare and use evaluations as tools for improvement.

Digital Access and Updates to the Chipotle Employee Handbook

In today's digital age, many companies, including Chipotle, provide their employee handbooks online. This approach has several benefits: - Easy access from anywhere, anytime - Quick updates reflecting new policies or legal requirements - Interactive features like search functions or video explanations Employees should make sure they are using the most current version of the handbook and pay attention to any updates communicated via email or company intranet.

Final Thoughts on Navigating Your Role with the Chipotle Employee Handbook

Starting a new job or continuing your journey at Chipotle can be much smoother when you have a good grasp of the employee handbook. It's more than just rules—it's a roadmap to successful teamwork, personal growth, and contributing to a brand that values quality and integrity. By engaging with the handbook thoughtfully, you set yourself up for a rewarding experience in the fast-paced world of Chipotle.

Chipotle Employee Handbook: An In-Depth Review of Policies

and Practices **chipotle employee handbook** serves as an essential guide for employees navigating their roles within one of the most popular fast-casual dining chains globally. This document outlines company policies, workplace expectations, and operational procedures that shape the employee experience at Chipotle Mexican Grill. Understanding the handbook offers valuable insights not only into the day-to-day working environment but also into Chipotle's corporate culture and commitment to employee development.

Overview of the Chipotle Employee Handbook

The Chipotle employee handbook functions as a comprehensive manual that covers a wide range of topics, from employee conduct and safety protocols to benefits and grievance procedures. It is designed to ensure consistency across all locations, providing clear standards and guidelines to maintain operational efficiency and uphold the brand's values. Typically, the handbook includes sections on workplace behavior, attendance, anti-discrimination policies, dress code, and health and safety. It also details the expectations surrounding customer service, food safety, and team collaboration, which are critical components of Chipotle's service model. By setting these standards, the handbook aims to foster a productive and respectful work environment.

Key Features and Sections Included

The content of the Chipotle employee handbook can be broadly categorized into the following areas:

1. **Company Culture and Values:** Emphasizes Chipotle's mission to "cultivate a better world" and highlights the importance of integrity, respect, and accountability among employees.
2. **Employment Policies:** Covers hiring practices, probationary periods, employment classifications (full-time, part-time, temporary), and termination procedures.
3. **Workplace Conduct:** Details expectations regarding punctuality, dress code, use of company property, and appropriate communication.
4. **Compensation and Benefits:** Explains payroll schedules, overtime policies, employee discounts, and available benefits such as health insurance and paid time off.
5. **Health and Safety Guidelines:** Focuses on food handling standards, sanitation procedures, emergency protocols, and COVID-19 related measures.
6. **Complaint and Disciplinary Procedures:** Outlines the steps for addressing workplace grievances, including harassment reporting and disciplinary actions.

Analyzing the Impact of the Chipotle Employee Handbook on Workforce Management

The effectiveness of any employee handbook is measured by how well it manages to align employee behavior with corporate goals while fostering an inclusive and motivating workplace. Chipotle's employee handbook attempts to strike this balance through clear communication and comprehensive policy coverage.

Promoting Consistency Across Locations

With hundreds of locations across the United States and abroad, maintaining consistency in employee conduct and service quality is vital for Chipotle. The handbook acts as the foundational document that ensures all employees understand the company's expectations uniformly, regardless of geographical variations. This standardization is critical in minimizing operational discrepancies and enhancing customer satisfaction.

Encouraging Employee Development and Accountability

Another notable aspect of the handbook is its emphasis on

personal growth and accountability. Chipotle encourages employees to engage in ongoing training and development programs, many of which are referenced within the handbook. These initiatives are designed to build competencies and prepare employees for career advancement within the company. Coupled with clear disciplinary guidelines, the handbook also fosters a culture of responsibility, ensuring that employees are aware of the consequences of policy violations.

Comparative Insights: Chipotle's Handbook Versus Industry Standards

When compared to employee handbooks from other fast-casual restaurants like Panera Bread or Shake Shack, Chipotle's handbook is comprehensive but also uniquely tailored to its brand ethos.

Focus on Food Integrity and Sustainability

Chipotle places a distinctive emphasis on food integrity, which is reflected in its employee guidelines. The handbook not only addresses standard food safety protocols but also educates employees on the importance of sourcing sustainable and ethically raised ingredients. This is somewhat unique in the fast-casual sector, where many competitors focus primarily on operational efficiency rather than environmental or ethical considerations.

Transparency and Employee Empowerment

Transparency is a growing trend in employee relations, and Chipotle's handbook embraces this through detailed explanations of wage structures, benefits eligibility, and performance review processes. This openness contrasts with some competitors whose handbooks are often more vague or limited in scope. The clear communication fosters trust and can contribute to higher employee retention rates.

Pros and Cons of the Chipotle Employee Handbook

Every employee handbook has strengths and potential drawbacks, and Chipotle's is no exception. An analytical review reveals the following:

1. **Pros:**
    1. Comprehensive coverage of policies and procedures ensures clarity and minimizes ambiguity.
    2. Strong emphasis on company culture and ethical standards promotes a positive work environment.
    3. Incorporation of employee development programs supports career growth within the organization.
    4. Clear health and safety protocols are particularly relevant in the context of the food industry.
2. **Cons:**

1. Length and detail may be overwhelming for new hires, potentially requiring additional orientation support.
2. Some policies may be perceived as rigid, limiting flexibility in unique workplace scenarios.
3. Updates to the handbook may lag behind evolving labor laws or industry trends if not regularly reviewed.

The Role of Digital Access and Updates

In recent years, many companies have transitioned to digital employee handbooks, allowing for easier updates and better accessibility. Chipotle has embraced this trend by providing online access to their handbook and related resources. This digital approach facilitates quicker dissemination of policy changes and allows employees to reference guidelines on-demand, enhancing overall compliance.

Implications for Employees and Management

For employees, the Chipotle employee handbook is more than just a rulebook; it is a roadmap for success within the company. Understanding the handbook's provisions helps employees navigate their responsibilities, benefits, and rights effectively. It also clarifies the pathways for career advancement and conflict resolution. From a managerial perspective, the handbook is a critical tool for enforcing standards and creating a cohesive

team dynamic. Managers rely on the handbook to justify disciplinary measures and to provide consistent feedback. Furthermore, it aids in legal compliance by documenting company policies in alignment with labor regulations. Overall, the Chipotle employee handbook represents a foundational element of workforce strategy, balancing operational needs with employee welfare. It reflects the company's broader commitment to cultivating a workplace that values transparency, respect, and continuous improvement. As Chipotle continues to expand and evolve, the handbook will likely remain a vital resource in shaping its workforce culture and operational success.

Every reader approaches a book with different expectations. Some are searching for answers, others for guidance, and many simply want clarity. What makes the option to download Chipotle Employee Handbook appealing is not only the content itself, but the way it adapts to these varied intentions without imposing a fixed path. Access becomes personal. A reader can open the book with a clear goal in mind, or with no plan at all. Both approaches work. There is no pressure to follow a strict order, no obligation to read everything at once. The material waits patiently, allowing engagement to unfold naturally. This sense of availability removes hesitation. When knowledge feels easy to reach, curiosity becomes more active. Readers explore topics they might otherwise postpone, trusting that they can pause, return, and revisit ideas whenever needed. Over time,

this builds confidence and familiarity with the subject matter. Time plays a different role in this context. Learning does not demand long, uninterrupted hours. It fits into everyday moments. A few pages during a break, a short section before rest, or a quick review when a question arises all contribute to meaningful progress. Downloading Chipotle Employee Handbook supports this rhythm without disrupting daily routines. Portability reinforces this experience. Instead of choosing one resource for one situation, readers carry access to many possibilities. This freedom encourages comparison, reflection, and deeper understanding. One idea naturally leads to another, creating a layered learning process rather than a linear one. The structure of PDF files supports clarity. Pages remain consistent, references stay aligned, and visual elements retain their purpose. This reliability matters when readers want to focus on comprehension rather than adjusting to shifting layouts. The reading experience remains steady, regardless of where or when it takes place. Interaction transforms reading into engagement. Highlighted passages capture insight. Notes record personal interpretation. Bookmarks signal intention rather than completion. Over time, Chipotle Employee Handbook reflects not only its original content, but also the reader’s evolving understanding. Search functionality quietly enhances usefulness. Readers can locate specific concepts without effort, making the book a practical reference as well as a source of learning. This ease encourages frequent return,

reinforcing knowledge through repetition and application. Affordability also influences openness. When access does not require significant investment, readers feel free to explore. Public domain collections and open-access initiatives allow individuals to build knowledge without financial pressure. This accessibility supports learning across different backgrounds and circumstances. Platforms such as Project Gutenberg, Open Library, and Internet Archive preserve important works while making them widely available. Academic repositories expand this ecosystem by offering research and analysis that deepen context. Together, they support independent learning built on trust and reliability. Choosing legitimate sources remains essential. Trusted platforms protect readers from unreliable content and security risks while respecting intellectual contributions. Responsible access ensures that knowledge sharing remains sustainable for future learners. In professional environments, downloadable books serve as quiet resources. They are consulted when needed, revisited when questions arise, and relied upon for clarity. Instead of interrupting work, they integrate smoothly into ongoing tasks and decisions. Students experience similar flexibility. Learning adapts to individual pace and preference. Difficult sections can be revisited without pressure, and understanding develops gradually. The ability to study offline further supports focus and consistency. Different reading styles find equal support. Some readers prefer steady progression, others follow curiosity across

sections. The format accommodates both, allowing each reader to shape their own path through Chipotle Employee Handbook. Accessibility features extend participation. Adjustable text size, reading assistance tools, and compatibility with support technologies ensure that more people can engage comfortably. These features quietly expand access without altering content. Organization becomes intuitive. Digital libraries grow alongside interests and goals. Files remain searchable, notes preserved, and insights easy to revisit. Learning feels cumulative rather than scattered. Another subtle advantage lies in reduced pressure. When readers know they can return at any time, they feel less urgency to understand everything immediately. Ideas settle through repetition and reflection, leading to deeper comprehension. Global availability adds perspective. Readers from different regions engage with the same material, often bringing varied interpretations. This shared access broadens understanding and highlights the value of multiple viewpoints. Exploration becomes natural when effort is minimal. Readers venture beyond familiar subjects, connecting ideas across disciplines. This openness strengthens creativity and encourages critical thinking. Long-term engagement is supported by continuity. Notes saved today remain relevant tomorrow. Bookmarks placed months ago still guide attention. Learning evolves instead of resetting. Books take on a different role. They become resources that wait rather than demand. They remain present, ready to support new questions and

changing interests. Over time, this steady availability shapes attitude. Learning feels approachable. Curiosity feels justified. Understanding feels earned through consistency rather than urgency. Accessing Chipotle Employee Handbook in this way aligns with real-life rhythms. It respects limited time, varied attention, and changing priorities. Learning becomes something that accompanies daily life rather than competing with it. Rather than pushing toward a finish line, the experience encourages return. Each revisit brings new context and deeper insight. Familiar sections reveal new meaning as perspective shifts. Knowledge grows quietly through this process. There is no dramatic endpoint, only gradual accumulation. Ideas connect, understanding strengthens, and confidence develops naturally. In this space, learning does not announce itself. It unfolds through small choices, repeated engagement, and ongoing curiosity. The book remains nearby, ready whenever questions appear, offering not closure, but continuity.

Questions & Answers About chipotle employee handbook

No	Question	Answer

1	What topics are covered in the Chipotle employee handbook?	The Chipotle employee handbook covers topics such as company policies, employee conduct, safety procedures, dress code, attendance, benefits, and workplace expectations.
2	Where can I find the Chipotle employee handbook?	The Chipotle employee handbook is typically provided to employees during onboarding and can often be accessed through the company's internal employee portal or HR department.
3	Does the Chipotle employee handbook include COVID-19 safety guidelines?	Yes, the Chipotle employee handbook includes updated COVID-19 safety guidelines to ensure the health and safety of employees and customers.
4	Are there any policies about tipping and cash handling in the Chipotle employee handbook?	Yes, the handbook outlines policies regarding tipping, cash handling, and proper procedures to prevent theft and ensure accurate transactions.
5	What is the dress code policy in the Chipotle employee handbook?	The dress code policy in the Chipotle employee handbook requires employees to wear the provided uniform, maintain good hygiene, and follow guidelines for hair and jewelry to ensure food safety.

6	How does the Chipotle employee handbook address employee conduct and behavior?	The handbook emphasizes professionalism, respect, teamwork, and compliance with company policies, including anti-discrimination and harassment policies.
7	Are there guidelines for breaks and meal times in the Chipotle employee handbook?	Yes, the employee handbook specifies the duration and scheduling of breaks and meal times in accordance with labor laws and company policy to support employee well-being.

chipotle employee policies, chipotle dress code, chipotle employee benefits, chipotle workplace rules, chipotle code of conduct, chipotle training manual, chipotle employee guidelines, chipotle HR policies, chipotle work schedule, chipotle employee responsibilities

Chipotle Employee Handbook eBooks for Modern Learning

Gaining knowledge via Chipotle Employee Handbook eBooks has become increasingly popular in the modern educational landscape. As digital technologies continue to transform

lifestyles, learners are shifting toward flexible and scalable learning resources.

Chipotle Employee Handbook eBooks provide a accessible way to consume information while adapting to the on-demand nature of today's world.

Understanding Modern Learning Needs

Today's students demand learning solutions that are flexible. Chipotle Employee Handbook eBooks address these needs by offering content that can be consumed anytime.

Compared to fixed schedules, digital learning allows individuals to control the pace of their education. Chipotle Employee Handbook eBooks empower readers to learn in a way that aligns with their personal goals.

Digital Transformation in Education

The digital transformation of education is driven by technological advancement. Chipotle Employee Handbook eBooks are a direct result of this shift, enabling information to move from physical formats to dynamic environments.

Technology reshapes reading habits by removing geographical and financial barriers. Chipotle Employee Handbook eBooks ensure that knowledge is continuously updated.

Role of Chipotle Employee Handbook eBooks in Self-Paced Learning

Self-paced learning has become a cornerstone of modern education. Chipotle Employee Handbook eBooks support this model by allowing learners to pause content without pressure.

Students with limited time benefit from the ability to learn incrementally. Chipotle Employee Handbook eBooks make it possible to study in short sessions.

Usage Scenarios for Chipotle Employee Handbook eBooks

Chipotle Employee Handbook eBooks are used across a wide range of scenarios, supporting varied audiences.

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In academic environments, Chipotle Employee Handbook eBooks are used as digital textbooks. They help students understand concepts efficiently.

Universities integrate eBooks into their curricula to enhance accessibility.

Professional Development

Professionals rely on Chipotle Employee Handbook eBooks to upgrade skills. Digital books provide step-by-step guidance that can be applied directly in the workplace.

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Personal Growth and Lifelong Learning

Chipotle Employee Handbook eBooks are also popular among individuals pursuing lifelong learning. Readers can explore topics at their own pace without external pressure.

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One of the most significant advantages of Chipotle Employee Handbook eBooks is scalability. Once created, digital books can be updated effortlessly.

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Consistency and Content Quality

Chipotle Employee Handbook eBooks ensure consistent content delivery. Every reader receives the same structure, reducing misunderstandings and gaps.

Revisions can be implemented easily, ensuring that the material remains accurate and relevant.

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Chipotle Employee Handbook eBooks integrate seamlessly with learning management systems. This integration enhances the overall learning experience.

Progress tracking features help users manage their learning journey effectively.

Impact on Reading Habits

Screen-based learning has changed how people consume information. Chipotle Employee Handbook eBooks encourage selective reading.

Readers can jump between sections, making learning more efficient than traditional linear reading.

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Chipotle Employee Handbook eBooks contribute to inclusive education by supporting screen readers. This ensures that learning resources are accessible to a broader audience.

International audiences benefit greatly from digital accessibility.

Future Trends in Digital Learning

As education continues to evolve, Chipotle Employee Handbook eBooks will remain a foundational learning tool. Innovations such as adaptive content may further enhance their effectiveness.

Future developments may allow eBooks to adjust content difficulty.

Summary

Chipotle Employee Handbook eBooks represent a effective approach to education. They support professional development through flexible and accessible digital content.

By embracing digital books, learners gain access to scalable education opportunities that align with modern lifestyles.

Chipotle Employee Handbook eBooks are not just a trend but a long-term solution for knowledge distribution in the digital age.

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Digital formats ensure identical learning materials for all participants.

Compatibility with devices enhances accessibility.

Ultimately, Chipotle Employee Handbook eBooks offer an efficient, scalable, and future-ready approach to knowledge consumption.

Through structured chapters, Chipotle Employee Handbook eBooks guide readers from conceptual understanding to practical application.

Digital libraries replace bulky collections while preserving accessibility.

Centralized content improves trust and reliability.

Beginners and advanced learners alike benefit from flexible content depth.

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The digital nature of Chipotle Employee Handbook eBooks makes distribution fast and efficient, enabling instant access to updated information without the delays associated with print publishing.

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Chipotle Employee Handbook eBooks align with modern digital productivity systems.

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Chipotle Employee Handbook eBooks are often used in

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The portability of Chipotle Employee Handbook eBooks ensures that learning materials are always available, whether at home, in the office, or while traveling.

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Digital learning with Chipotle Employee Handbook eBooks reduces reliance on fragmented external resources.

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Integration with calendars, reminders, and notes enhances learning consistency.

Methodical study improves mastery.

The structured chapters of Chipotle Employee Handbook

eBooks guide readers through progressive learning stages.

Organizations incorporate Chipotle Employee Handbook eBooks into onboarding and training programs.

Integration with calendars, reminders, and notes enhances learning consistency.

The portability of Chipotle Employee Handbook eBooks ensures that learning materials are always available regardless of location or time constraints.

The digital format of Chipotle Employee Handbook eBooks supports quick updates, corrections, and content expansions.

Chipotle Employee Handbook eBooks are often used in environments that value accuracy.

Ultimately, Chipotle Employee Handbook eBooks offer an efficient, scalable, and flexible approach to continuous learning.

Many learners appreciate Chipotle Employee Handbook eBooks for their ability to consolidate large amounts of information into structured formats.

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Readers often experience higher consistency when learning with Chipotle Employee Handbook eBooks compared to traditional formats, as digital access removes common barriers such as location and time constraints.

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Strong foundations support advanced skill development.

Thoughtful reading supports critical thinking.

Chipotle Employee Handbook eBooks support continuous professional and personal development.

Strong foundations support advanced skill development.

Chipotle Employee Handbook eBooks contribute to a more efficient learning ecosystem.

This emphasis encourages thoughtful understanding.

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Chipotle Employee Handbook eBooks represent a shift in how information is consumed, prioritizing convenience, efficiency, and adaptability in modern learning environments.

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Where can I buy Chipotle Employee Handbook books?
Finding Chipotle Employee Handbook books today is easier than ever thanks to the wide variety of purchasing options available both online and offline. Readers can choose between traditional brick-and-mortar bookstores, online retailers, digital platforms, and even second-hand marketplaces depending on their preferences, budget, and reading habits.

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Online bookstores provide unmatched convenience and variety. Platforms such as Amazon, Book Depository, AbeBooks, and ThriftBooks offer millions of titles, including new releases, rare editions, and out-of-print Chipotle Employee Handbook books. Online shopping allows you to compare prices, read customer reviews, and access international editions that may not be available locally. Many online retailers also provide fast shipping options and frequent discounts.

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Before purchasing a Chipotle Employee Handbook book, it is important to understand the different formats available. Each format offers unique advantages depending on how and where you prefer to read.

Hardcover:

Hardcover books are known for their durability and premium feel. They typically feature sturdy bindings and protective dust jackets, making them ideal for collectors and long-term storage. Many first editions and special releases of Chipotle Employee Handbook books are published in hardcover format. Although they are usually more expensive, hardcover books are designed to last and often retain higher resale value.

Paperback:
Paperback books are lightweight, portable, and more affordable than hardcovers. They are a popular choice for casual readers, students, and travelers. Trade paperbacks offer better print quality and size, while mass-market paperbacks are compact and budget-friendly. For readers who value convenience and cost-effectiveness, paperback editions of Chipotle Employee Handbook books are an excellent option.

eBooks:
eBooks are digital versions of printed books that can be read on e-readers, tablets, smartphones, or computers. They are instantly accessible, often cheaper than physical copies, and require no physical storage space. Many Chipotle Employee Handbook eBooks include features such as adjustable font sizes, night mode, bookmarks, and built-in dictionaries, enhancing the reading experience for modern readers.

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Although not a traditional reading format, audiobooks have gained immense popularity. Many Chipotle Employee Handbook books are available as audiobooks on platforms like Audible, Google Audiobooks, and Scribd. Audiobooks are ideal for multitasking, commuting, or readers who prefer listening over reading.

Choosing the right Chipotle Employee Handbook book

Selecting the right Chipotle Employee Handbook book depends on several personal factors. Understanding your preferences will help you make a more satisfying purchase.

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