



## **MERIT HIRING POLICY**

We believe that Certified guides, as a group, are the most highly qualified guides in San Francisco, and that length of experience is often an indicator of ability. However, we also believe that there are many Associate members and many newer guides who do excellent work.

Therefore, it is the policy of the San Francisco Tour Guide Guild to support the concept of merit hiring. We believe that the most qualified Guild member should be hired for any job, regardless of certification status or seniority.

Approved November 2008

