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## Work and Travel Program - Employer Information W\_T-Summer - 2020

Festival Fun Parks LLC DBA Water Country, Portsmouth, NH  
October 8, 2019

### Employer Information

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|  |   |
|--|---|
| <b>Company Name:</b> Festival Fun Parks LLC DBA<br>Water Country   | <b>Website:</b> www.watercountry.com                      |
| <b># of Employees:</b> 300   | <b>Phone Number:</b> 603-437-1112                         |
| <b>Industry Name:</b> Amusement Park/Theme<br>Park/Water Park      | <b>Fax Number:</b> 603-427-6644                           |
| <b>Primary Address:</b> 2300 Lafayette Rd.<br>Portsmouth, NH 03801 | <b>Email Address:</b> colin.lynch@palaceentertainment.com |
|  | <b>Status:</b> Employer Review                            |
|  | <b>Contact Name:</b> Colin Lynch                          |
|  | <b>Contact Title:</b> Director of Operations              |
|  | <b>Alternate Contact:</b> Kathryn Nedelka                 |
|  | <b>Alternate Title:</b> Finance/HR Manager                |
|  | <b>Alternate Phone:</b> 603-427-1112 x 2235               |
|  | <b>Hiring Manager Email:</b> kpeters@greenheart.org       |
|  | <b>Participant Supervisor</b>                             |
|  | <b>Email:</b> kathryn.nedelka@palaceentertainment.com     |
|  | <b>FEIN:</b> 77-0486724                                   |
| <b>Workers Comp</b>  | <b>Policy #:</b> WLR C64789065                            |
|  | <b>Carrier:</b> ACE American Insurance Co                 |

### Available Jobs: Descriptions and Wages

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Will you accept participants with all start and end dates?      Yes:       No:

| Earliest Start Date: | Latest Start Date: | Earliest End Date: | Latest End Date: | #Students: |
|----------------------|--------------------|--------------------|------------------|------------|
|----------------------|--------------------|--------------------|------------------|------------|

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Greenheart Exchange, 746 North LaSalle, Chicago, IL 60654 USA

Last Updated: 3/9/2010

Tel: 312.944.2544 | Fax: 312-577-0692 | Website: www.greenheart.org | Email: employer@greenheart.org

Festival Fun Parks LLC DBA Water Country, Portsmouth, NH

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5/18/2020

6/19/2020

8/15/2020

9/11/2020

100

**Hours:** Average hours/week: 32

Average number of 6 days/week:

**Pay Range:** High: \$12.00/per hour

Low: \$10.25/per hour

**Overtime:** Overtime available: Sometimes

Overtime hourly rate: 1.5x regular wage

**Meals:** Are Meals Provided?: Yes

*Explain:* Participants should expect to pay roughly \$3.00- \$5.00 for lunch at the employee window. This is a discounted price for employees. Participants may also bring their own lunch as Water Country provides a fridge and microwave in the employee break area.

**English:** Level requirement: Great

In what month(s) can participants expect to receive the most hours? July, August

In what month(s) can participants expect to receive the least hours? June, September

**Please Explain:** Water Country (the "Park") opens on 6/6/20 and closes on 9/7/20. Limited hours will be available from 5/18/20 until the Park opens, but Participants will need to be present for department training. Participants are not guaranteed full time hours until their completion of the training.

32 hours will not be guaranteed prior to the Park opening. Participants should be prepared to not start earning consistent hours until 6/6/20. Participants are recommended to secure any 2nd jobs after arrival, when they are readily available to Participants at the start of the season. Participants can also use this time to travel as long as it does not interfere with department training.

An average of 32 hours per week should be available for work after Park opens for the summer season. There may be weeks where Participants have fewer hours but all Participants will average over 32 hours a week for the summer. In the event of bad weather, Water Country cannot guarantee a normal work schedule.

**How often do you pay employees?**

Weekly

**Is job training required?**

Yes  No

**If yes, how long is it?**

30 hours- See Additional Hiring Requirements for details

**Are participants paid for training?**

Yes  No

**Are you willing to hire couples?**

Yes  No

**Are you willing to hire groups of friends?**

Yes  No

**If yes, how many are allowed in the group?**

4

**Can participants work a second job?**

Yes  No

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Do participants complete an additional application form upon arrival?  Yes  No

**This position will provide you the opportunity to interact with American co-workers, customers, or members of your local community. Remember, it's up to you to make the most of your program!**

**Job Type:** Lifeguard

**Job Description:** Participants are responsible for providing a safe environment for guests by enforcing Water Country policies. Participants will also be interacting with guests while dispatching guests on the Parks attractions. Participants are responsible for making sure the attractions are operated according to Water Country policies.

**Position Requirements:**

Participants must be able to walk and stand for up to 8 hours at a time. Participants must be comfortable being in chlorinated water for long periods of time and must have good swimming skills. All lifeguard positions are outside and exposed to typical New England weather, which may include rain and colder days. It is expected the Participant will be able to handle the climate and work outside. No prior experience or training is needed as the Company will provide all necessary training.

There will be a total of 2 Lifeguard Certification classes held at Water Country. Lifeguards must pass this class in order to have the job. The Company will cover the cost of the class and participants will be paid for the time spent taking the 30-hour Lifeguarding class. If a Participant does not make it in time for a class or fails the class, Water Country cannot guarantee another position.

All Lifeguards will work in Park Services (paid at \$10.25 per hour) until they have completed the course and at other times to earn more hours. During the time they are enrolled in the Lifeguarding class, participants will be paid \$10.25 per hour.

Based on the level of certification acquired, the wage after course completion will be as follows:

- Slide loader: \$10.50
- Shallow Water Lifeguard: \$11.00
- Deep Water Lifeguard: \$12.00

Park Services duties may include cleaning the pool and surrounding area deck, weed whacking, removing trash, handing out towels to guests, enforcing facility rules, and car parking control. Participants may be cleaning toilets and be using cleaning chemicals.

Required English level: Great

**Internal Job Type:** Lifeguard

**No Students being hired:** 75

**Age requirement:** None

**Wage:** \$10.25 to \$12.00/per hour

*Details:*

**Dress Code:** Uniform

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Lifeguards are provided their entire uniform at no cost with the exception of shoes. Lifeguards must wear black or navy sandals with a heel strap. Flip flops and tennis shoes are not permitted.

If a team member desires, they may purchase a sweatshirt from Human Resources for the colder summer days.

If a lifeguard forgets a piece of their uniform, they will have to purchase that particular piece or they will not be allowed to work for the day.

Polarized sunglasses are provided and must be worn at all times. If a Participant requires corrective lenses they may wear prescription sunglasses as long as they are polarized.

Requirements:

Non-smoker:

Ski:

Swimmer:

Lifeguard Certified:

CPR Certified:

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**Job Type:** Cashier

**Job Description:** This position covers several functions including Greeter, Bag Check Attendant, Ticket Taker, and Cabana Attendant. Participants working in this position should have an outgoing personality and a positive attitude.

In these roles, Team Members will be responsible for taking admission tickets, scanning season passes, and checking guest bags and coolers prior to entry. Participants in this position will also assist guests by answering general park questions, prior to entry into the Park. This position is also responsible for assisting guests who rent a private cabana. Participants will assist in setting up and maintaining the cabanas, as well as assisting cabana guests throughout the day. Participants will also assist with general cleaning of work stations and common areas. Participants may be using cleaning chemicals.

**Position Requirements:**

Participants must be able to stand for long periods of time, ability to work outdoors in varying climates, and must be able to communicate effectively with guests.

All Participants in this role must be comfortable working in a fast paced work environment and comfortable communicating with guests in English regularly. Prior customer service knowledge and experience handling U.S. currency is preferred.

Required English level: Great+

**Internal Job Type:** Admissions Team Member

**No Students being hired:** 10

**Age requirement:** None

**Wage:** 10.00/per hour

*Details:*

**Dress Code:** Uniform

Admissions Team Members are provided a uniform shirt and shorts at no cost. Team members may wear their own khaki or tan shorts if they have no pockets and are approved by the Human Resources Manager or the Revenue Manager. Team Members need to supply their own comfortable, white, closed-toe shoes.

If a team member desires, they may purchase a sweatshirt from Human Resources for the colder summer days. Personal sweatshirts are not permitted.

**Requirements:**

*Non-smoker:*

*Lifeguard Certified:*

*Ski:*

*CPR Certified:*

*Swimmer:*

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**Job Type:** Park Attendant

**Job Description:** Park Services employees are responsible for the cleanliness and overall appearance of the park and all of its facilities. This includes cleaning the restroom facilities (including cleaning toilets) and all areas of the park. Park Services duties may include weed whacking and hedge trimming prior to the park opening but will account for less than 25% of a participant's daily duties. This position also handles the removal of all trash from the park. Participants also manage guest parking and direct park guests where to park their cars upon arrival. Since this is the very first interaction with the guest, a positive attitude is required. Participants will not be parking cars themselves.

Participants are expected to have excellent guest services skills, good communication skills, knowledge of the park, and a friendly and professional attitude. Participants will frequently be asked questions by the guests in English and must be able to provide answers in English. Participants will be using cleaning chemicals and will be provided personal protective equipment. Participants must be able to work, stand, or walk for long periods of time and work outdoors in all weather conditions. Participants must be able to work autonomously or with minimal supervision. The job is mostly outdoors so Participants should be expected to be outside and standing most of the day.

Park Services is perfect for someone who pays attention to detail and not afraid to get a little dirty. There is regular contact with guests and Participants must be able to know the Park very well.

**Internal Job Type:** Park Services

**No Students being hired:** 15

**Age requirement:** None

**Wage:** 10.25/per hour

*Details:*

**Dress Code:** Uniform

Admissions Team Members are provided a uniform shirt and shorts at no cost. Team members may wear their own khaki or tan shorts if they have no pockets and are approved by the Human Resources Manager or the Revenue Manager. Team Members need to supply their own comfortable, white, closed-toe shoes.

If a team member desires, they may purchase a sweatshirt from Human Resources for the colder summer days. Personal sweatshirts are not permitted.

**Requirements:**

*Non-smoker:*

*Lifeguard Certified:*

*Ski:*

*CPR Certified:*

*Swimmer:*

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**Job Benefits (bonuses, incentives):**

- Free admission to the Park
- Parties and events
- Giveaways and prizes
- Discounted food and drinks
- 20% off the Retail shop

**Is there a Social Security Admin office near you:** Yes

**Are you willing to take student to the SSA office?:** No

**SSA office details:**

The closest Social Security office is located at the following address:

80 Daniel Street  
Room 210A  
Portsmouth, NH 03801  
888-397-9796

Sunday: Closed  
Monday: 9AM–4PM  
Tuesday: 9AM–4PM  
Wednesday: 9AM–12PM  
Thursday: 9AM–4PM  
Friday: 9AM–4PM  
Saturday: Closed

Participants can take the city bus #41 from the Park to the SSA office (\$1.50 per ride). Participants should get off the bus at the Market Square stop and continue up Daniels Street towards Penhallow Street. The office is just past the intersection of Daniels and Penhallow Street.

Participants can find more information about fares and bus schedules at the following link:  
<http://www.coastbus.org/trolley.html>

Here is a link to a map and directions:  
<https://goo.gl/maps/W99ojvPxPwq>

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**Participant Requirements**

**What are the 3 most important qualities you look for in an employee:**

Hard-working  
Honest  
Positive

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**Please list any special instructions or hiring restrictions by your company (if any):**

Absolutely no smoking is allowed in the housing. Participants who are found smoking in the housing will be fined, will not receive deposit refund, and will be EVICTED immediately.

Participants should bring an official form of ID, such as a passport, and their DS-2019 form.

There will be a total of 2 Lifeguard Certification classes held. Lifeguards must pass this class in order to have the job. The Company will cover the cost of the class. If a Participant does not make it in time for a class or fails the class, Water Country cannot guarantee another position. Lifeguard training is a paid 30-hour training. Participants must check in with Water Country at least 24 hours prior to the training to ensure all paperwork is completed. If a Participant does not check in prior to the lifeguard training, he or she may be asked to participate in a different training or be reassigned a job position. Participants are not guaranteed full time hours until their completion of their lifeguard training, but can work some hours in Park Services before completing the training. Lifeguard Certification class dates are subject to change.

**Additional Training:**

Lifeguards must attend an additional 4 hours of paid in-service training each month for a total of 12 hours each season. Additionally, lifeguards need to go through On the Job Training, which is 8 hours, and Orientation, which is about 2.5 hours. These 22.5 (12+8+2.5) hours are all paid training. Lifeguards receive training through the Jeff Ellis and Associates International Lifeguard Training Program. Water Country has received numerous awards for its high standard of professionalism and safety

**NON-Lifeguard Positions:**

Participants hired as Admissions or Park Services staff will go through Department training and Orientation, for a total of 8 hours. This is a paid training.

**Are you interested in being a Greenheart Employer?**

Yes  No

**Housing Options**

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*You DO provide housing*

**Sex:**

**Is the participant required to sign a separate housing contract?**

Yes  No

**Is housing provided for the students?** Yes

**What type of housing is available?**

Dormitory  Shared Apartments  Other

**Brief description of housing:**



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Participants will be housed in apartments at Madbury Commons. Participants will live in 2-6 bedroom units with 2-5 other people. Most participants will have their own bedroom. Each apartment has 2 bathrooms, full kitchen, and living room. Apartments are fully furnished but Participants MUST supply their own linens and kitchenware. Apartments include WiFi.

This housing is only available to employees working at Water Country. Participants are required to vacate housing within 48 hours if they end employment. The earliest move-in date into Madbury Commons is June 10 and the absolute latest move-out date is August 23. These dates are not negotiable. Participants who arrive before June 10 or stay after August 23 will be housed in an area hotel. SEE ADDITIONAL COMMENTS FOR MORE INFORMATION

SMOKING is NOT allowed in the housing. Participants who are found smoking in the housing will need to pay liquidated damages as required by the housing contract and will be EVICTED immediately.

Address: 21 Madbury Road

City, State, Zip: Durham, NH 03824

Please check amenities/services provided with the housing, if applicable include additional costs:

|   |                                       |   |   |  |   |   |
|---|---------------------------------------|---|---|--|---|---|
| <input type="checkbox"/> Linens         | <input type="checkbox"/> Telephone    | <input checked="" type="checkbox"/> Furniture | <input checked="" type="checkbox"/> Cooking | <input type="checkbox"/> Kitchenware     | <input checked="" type="checkbox"/> Microwave | <input checked="" type="checkbox"/> AC / Heat |
| <input checked="" type="checkbox"/> Bed | <input type="checkbox"/> Air Mattress | <input type="checkbox"/> Computer             | <input type="checkbox"/> Internet           | <input checked="" type="checkbox"/> WiFi | <input type="checkbox"/> Private Bathroom     |   |

Rent of this housing (per participant)? Occupancy Fee of \$125 per week

Are housing costs automatically deducted from participants' paychecks?  Yes  No

Are utilities included?  Yes  No Approx. cost of utilities (per participant)? Not Applicable

Is a housing deposit required upon arrival? Yes (upon arrival) \$200 Booking Fee is required upon arrival. Participants must confirm if they will live in housing by emailing colin.lynch@PalaceEntertainment.com by April 30th, 2020. Participants who decide to live in the provided housing are expected to stay for the duration of their programs.

A Self-Cleaning Option is available for the Participant to earn up to \$150 upon meeting the following requirements:

1. Participant stays through DS-2019 end date. Participants who quit or are terminated will not receive their \$150 Self-Cleaning Option fee; and
2. Room is cleaned and there is no damage done upon inspection at the end of the Participant's program, confirmed as sufficiently clean by Operations Director (Colin Lynch).

How will the deposit be refunded to the participant (final paycheck, etc.)? Included in final paycheck

Transportation To and From Work

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How far is this housing from the job site? Other 13 miles

How will the student get to and from work? Employer arranges transportation to and from work

What is the approximate ONE WAY travel time to work? 25 minutes

What is the approximate ONE WAY travel cost to work? \$0

**Participant Travel to Business**

Participant should contact you: Upon boarding:  Upon arrival:

Employer's Emergency phone number: 949-333-9038  
Park On-Duty Manager Phone

**PLANE**

*(Participants should book tickets directly through an airline or travel agent.)*

Arrival to (city, airport): Boston Logan Airport, MA (BOS)

Preferred Arrival Time: Morning

Will participant be picked up from the airport? Yes  No

If so, by who? Not Applicable

How far from the airport is your place of business? 54 miles

**Special instructions/comments regarding participant's arrival:**

Upon arrival at Boston Logan airport, participants should take the C&J Logan Express bus from the airport to Portsmouth Transportation Center in Portsmouth, NH. (<https://www.ridecj.com/locations/boston-logan-airport/>). The cost of this is \$24 one way.

Upon arrival at C&J Bus Company in Portsmouth, participants will need to call a taxi and travel directly to Water Country. The taxi will cost approximately \$20.

Taxi Options:  
Rockingham Taxi: (603) 501-0960; [www.rockinghamtaxi.com](http://www.rockinghamtaxi.com)  
Annie's Taxi: (603) 531-9955; [www.anniestaxi.com](http://www.anniestaxi.com)  
Great Bay Taxi, LLC: (603) 326-8294; [www.greatbaytaxi.com](http://www.greatbaytaxi.com)  
Blue Star Taxi: (603) 436-2774; [www.bluestartaxi.com](http://www.bluestartaxi.com)

Water Country will bring participants to their housing after they arrive to the Park. Participants should NOT go directly to the housing, as they will not be able to check in without a Water Country representative. The Water Country office is only open from 9:00AM - 5:00PM ET and Participants should expect to arrive during these business hours. If a Participant arrives outside of the business hours, they will have to stay in a hotel until the next business day, and then arrive to Water Country during business hours.

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**BUS**

*(Participants should obtain tickets directly through an airline or travel agent.)*

**Arrival to (city, station):** Portsmouth, NH transportation center

**Preferred Arrival Time:** Morning

**Will participant be picked up from the station?** Yes  No

**If so, by who?** Not Applicable

**How far from the station is your place of business?** 3 miles

**Special instructions/comments regarding participant's arrival:**

Upon arrival at C&J Bus Company in Portsmouth, participants will need to call a taxi and travel directly to Water Country. The taxi will cost approximately \$20.

**Taxi Options:**

Rockingham Taxi: (603) 501-0960; www.rockinghamtaxi.com

Annie's Taxi: (603) 531-9955; www.anniestaxi.com

Great Bay Taxi, LLC: (603) 326-8294; www.greatbaytaxi.com

Blue Star Taxi: (603) 436-2774; www.bluestartaxi.com

Water Country will bring Participants to their housing after they arrive to the Park. Participants should NOT go directly to the housing, as they will not be able to check in without a Water Country representative. The Water Country office is only open from 9:00AM - 5:00PM ET and Participants should expect to arrive during these business hours. If a Participant arrives outside of the business hours, they will have to stay in a hotel until the next business day, and then arrive to Water Country during business hours.

**Community Profile**

*This information will help students to know what to expect upon their arrival and help them prepare for their Work and Travel experience.*

**How would you describe your area?** Small Town Not Applicable

**Please provide a brief description of your community:** Portsmouth, New Hampshire is a city of roughly 20,000 people that sits near the mouth of the Piscataqua River, a short river that divides New Hampshire and Maine.

A historic seaport and popular summer tourist destination, Portsmouth is at the hub of many historic areas and museums. Founded in 1623, it makes Portsmouth one of the first 15 settlements in the United States.

Aside from the rich history, Portsmouth pulls tourists from all over the world for it's wide array of restaurants and vibrant nightlife. The geographic location, historic past and cultural strength of Portsmouth regularly lands it on various "best places to live" lists.

**Is there anything special that students should bring?**

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Participants should be prepared for cold temperatures when they first arrive. Temperatures in early June can be as low as 50 F degrees. A light jacket and a sweatshirt is recommended. If Participants are interested in any outdoor activities, the Company recommends they bring or purchase appropriate shoes for these activities. If Participants are hired as a lifeguard, Participants must bring their own swim suit for training. Participants are not provided a uniform until after training is completed. Females should bring a one piece bathing suit.

What are the seasonal temperatures?

Spring: 35 - 75 degrees F

Summer: 60 - 95 degrees F

Fall: 35 - 75 degrees F

Winter: 10 - 55 degrees F

What is near work?

|                             |   |         |   |                               |  |                |  |     |
|-----------------------------|---|---------|---|-------------------------------|--|----------------|--|-----|
| Transportation Depot:       |   | On foot | ✓ | In town / by public transport |  | Requires a car |  | N/A |
| Food/Super Market:          | ✓ | On foot | ✓ | In town / by public transport |  | Requires a car |  | N/A |
| Shopping Mall:              | ✓ | On foot | ✓ | In town / by public transport |  | Requires a car |  | N/A |
| Post Office:                |   | On foot | ✓ | In town / by public transport |  | Requires a car |  | N/A |
| Bank:                       | ✓ | On foot | ✓ | In town / by public transport |  | Requires a car |  | N/A |
| Public Library:             |   | On foot | ✓ | In town / by public transport |  | Requires a car |  | N/A |
| Movie Theater:              | ✓ | On foot | ✓ | In town / by public transport |  | Requires a car |  | N/A |
| Restaurants:                | ✓ | On foot | ✓ | In town / by public transport |  | Requires a car |  | N/A |
| Fitness Center/Gym:         | ✓ | On foot | ✓ | In town / by public transport |  | Requires a car |  | N/A |
| Sports/Recreation Facility: | ✓ | On foot | ✓ | In town / by public transport |  | Requires a car |  | N/A |
| Nightlife:                  | ✓ | On foot | ✓ | In town / by public transport |  | Requires a car |  | N/A |
| Laundromat:                 | ✓ | On foot | ✓ | In town / by public transport |  | Requires a car |  | N/A |
| Internet Access:            | ✓ | On foot | ✓ | In town / by public transport |  | Requires a car |  | N/A |

Indicate other nearby activities:

Portsmouth has been described as one of the most culturally rich destinations in the country. Participants will be able to enjoy the town's stimulating mix of historic buildings, sidewalk cafes, great restaurants, art galleries, jazz clubs, and distinctive artisans' boutiques.

The region as a whole is noted for its many restaurants, attractions, and shopping opportunities, which include downtown Portsmouth, outlet malls in Kittery, Maine, as well as major malls in Newington, New Hampshire.

Public transportation in Portsmouth is able to take you from your housing to all areas near Portsmouth. Local routes cost \$1.50 to ride one way. A monthly pass is \$52. [http://www.coastbus.org/schedules\\_maps.html#Trolleys](http://www.coastbus.org/schedules_maps.html#Trolleys)

For transportation to other places in the greater Portsmouth area, please see this site for more information: [http://www.coastbus.org/schedules\\_maps.html](http://www.coastbus.org/schedules_maps.html)

List of interesting area websites:

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Greenheart Exchange, 746 North LaSalle, Chicago, IL 60654 USA  
Tel: 312.944.2544 | Fax: 312-577-0692 | Website: [www.greenheart.org](http://www.greenheart.org) | Email: [employer@greenheart.org](mailto:employer@greenheart.org)

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<http://www.portsmouthnh.com>  
[portsmouthnhinfo.com](http://portsmouthnhinfo.com)  
[https://en.wikipedia.org/wiki/Portsmouth,\\_New\\_Hampshire](https://en.wikipedia.org/wiki/Portsmouth,_New_Hampshire)  
<https://www.boston.gov/visiting-boston>  
<https://www.cci-exchange.com/get-involved/volunteer/greenheart-club/>  
<https://www.visittheusa.com/>  
<https://www.watercountry.com/>

### Is there wireless internet available?

WiFi is not available at the Park. Participants can access WiFi in the provided housing, in cafes, and in restaurants in Portsmouth using web enabled devices. Otherwise, there is internet access at the local library. High speed internet is also available throughout the entire Madbury Complex campus.

Portsmouth Public Library  
175 Parrott Avenue  
Portsmouth, NH 03801  
603-427-1540

### Additional Comments:

#### HOUSING:

1. Housing is only available to Participants employed at Water Country. Madbury Commons is located on campus of the University of New Hampshire. The area offers a beautiful university setting with many restaurants, grocery stores, shopping, and other cultural exchange opportunities. If a Participant elects to stay at Company-provided housing, he or she is expected to stay there for the duration of their program. Participants must confirm if they will live in provided housing by April 30th, 2020. Participants who decide to live in the provided housing at this time will be responsible for the one-time Booking Fee upfront to reserve the housing unit as well as the weekly Occupancy Fee. If a Participant decides to not stay at Madbury Commons, the participant is not eligible to take the transportation provided by Water Country and responsible for getting to and from work on their own.

2. Housing at Madbury Commons follows a strict occupancy date range. The earliest move-in date into Madbury Commons is June 10 and the absolute latest move-out date is August 23. These dates are not negotiable. Participants who arrive between May 18 and June 9 will be housed in an area hotel until June 10. All Participants will be moved into a local hotel after August 23 through September 11. Participants who arrive before June 10 or stay after August 23 will be housed in an area hotel. Fees and transportation remain the same while Participants stay in the hotel. In the hotel, all Participants will have their own beds. Participants who arrive before May 18 WILL NOT have Company-provided housing options available to them until May 18.

3. SMOKING is NOT allowed in Company-provided housing. Participants who are found smoking in the housing will need to pay liquidated damages as required by the housing contract and will be EVICTED immediately. Smoking is only allowed at the Park in a designated smoking area and NOT in the parking lot.

4. Housing provided by Company is fully furnished but does not supply linens, pillows, or blankets. Participants will be required to provide their own linens including sheets and shower curtains. All Participants must buy sheets to put on the beds. The provided bed is just the bed frame, mattress, and box spring. The kitchen comes with a stove, dish washer, and refrigerator but Participants will need to provide their own kitchenware, silverware, pots, pans, and utensils.

5. Apartments include high-speed WiFi and an Amazon Fire TV Stick.

6. Housing is not gender specific. While the Company will try to arrange units by gender, Participants of different genders may be assigned to the same apartment unit. Most bedrooms are a single room and all bedrooms lock individually, so Participants will have their own private space. Bedrooms are divided by gender. Each 4-6 person unit will have two bathrooms and bathrooms of mixed-gender units will have a bathroom for each gender. 3-person units have only one bathroom and will be single-gender only. Participants will only be living with other Participants, not American employees. The Company will try to accommodate as many roommate requests as possible but Madbury Commons ultimately makes the apartment and room assignments. Participants should not switch rooms as Company

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Greenheart Exchange, 746 North LaSalle, Chicago, IL 60654 USA  
Tel: 312.944.2544 | Fax: 312-577-0692 | Website: [www.greenheart.org](http://www.greenheart.org) | Email: [employer@greenheart.org](mailto:employer@greenheart.org)

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needs to know who is living in each room. If a room incurs any liquidated damages, Madbury Commons will fine whoever the room is assigned to, regardless of who is living in that room.

7. Regular housing inspections will be conducted by Company representatives throughout the summer. Company will not notify the Participants in advance and it is expected the Participants maintain a certain level of cleanliness and safety at all times while staying at Madbury Commons.

8. While at the hotel, it is expected all Participants follow hotel rules which may include noise level restrictions. Any Participant who receives a noise violation will need to pay liquidated damages as stated in the housing contract.

Company guarantees to provide an average of 32 hours of available work per week during the Summer season (after the Park opens for the Summer season) to each Participant. In the beginning of the summer it is possible Company cannot provide more than 32 hours but more than 32 hours per week are available later in the summer. If Company is not able to schedule participants for 32 hours in one week, Company may deduct an amount that is less than the full \$125 Occupancy Fee for that particular week. The remaining Occupancy Fee owed from that week will be added to the Occupancy Fee cost of a week that the Participant works greater than 40 hours. For example, if a Participant works only 25 hours, the Participant will be charged only \$97 (25 hours/32 hours=78%) for the Occupancy Fee. The \$28 still owed for that week's Occupancy Fee (\$125-\$97=\$28) will be added to a week the Participant works 40+ hours. Transportation between Madbury Commons and work at Water Country is provided by the Company at no cost. The Company will provide between 2-4 separate pick-up and drop off times each day. Participants are also able to get to work via public transportation or Uber if they choose. Company will not be transporting Participants to grocery stores or shopping, as this is available within walking distance of Water Country and Madbury Commons or via public transportation. The apartments are also nearby to all public transportation around Durham and to Portsmouth.

Company pays employees weekly and is always a week behind. The pay periods run Monday - Sunday. For example, if a Participant works June 1, 2, or 3, the first paycheck will only be for those 3 days and paid on June 8. If a Participant's first shift is a training the week of June 4, the first paycheck can be expected on June 15. It is advised Participants arrive with enough money for the items needed in the apartment and groceries until they start consistently working. Overtime hours are common on some weeks but there is no pay differential for working greater than 40 hours per week, as the Company is exempt from paying an overtime wage. On average, most employees in 2018 worked greater than 40 hours per week.

Water Country plans to participate in a Greenheart volunteer project at Hampton Beach in mid-June. All Participants who have arrived already are encouraged to participate.

Participants whose employment is terminated (involuntarily or voluntarily) have 2 weeks from the last day of work to find a new job and to submit a valid and complete Self-Arranged Job Offer (SAJO) to Greenheart Exchange for consideration. If the participant fails to submit a SAJO within the two-week deadline, Greenheart Exchange will shorten the participant's program.

If Greenheart Exchange rejects the SAJO, the participant has one (1) business day to resubmit a new or a revised SAJO, based on the directions received from Greenheart Exchange. Information about prohibited jobs for SWT program participants can be found at <https://greenheartexchange.org/host/host-hire-seasonal-staff/#/tab/regulations>.

If the participant no longer has housing, the participant must look for permanent housing immediately, and within two weeks must secure permanent housing that complies with Greenheart Exchange's Housing Guidelines. The new housing address must be submitted to Greenheart Exchange within 24 hours of any change of address.

For additional cultural opportunities, Greenheart Exchange suggests that participants join the Greenheart Club at <https://greenheartclub.org>. Through the Greenheart Club participants can connect with each other, ask questions, find volunteer opportunities, take courses, and access resources. Participants can also access the Greenheart Club through the link in the lower righthand corner of their Greenheart Exchange Online (GEO) landing page at <https://geo.greenheart.org/> Participants should also check out the Visit The USA website at <https://www.visittheusa.com>.

**Greenheart Exchange**

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Festival Fun Parks LLC DBA Water Country, Portsmouth, NH

October 8, 2019

*Please feel free to attach any other additional information.*

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