FORM OF WORKAMPER LETTER OF AGREEMENT

Workampers 1 & 2

Address

City State Zip

Re: Welcome to Workamping With Icy River Campground

Dear Workamper 1 and 2:

We’re pleased that you have accepted our offer to join our Campground staff this season as workampers. This letter is your formal written offer, including a summary of the term and conditions of your employment. We ask that you confirm your understanding of the terms by signing the extra copy included at the end of the letter and return it to us by email to [info@icyrivercampground.com](mailto:info@icyrivercampground.com) or using the enclosed return envelope.

At Will Employment

You will be an employee of the Campground. As is the case with all of our employees, you will be an “at will” employee. That means we can terminate your employment at any time without any reason, and you can quit your employment at any time without any reason. At will employment gives employers and employees the maximum flexibility and freedom. This letter is not an employment contract. The Campground can change the terms and conditions of your position at any time, although not retroactively.

Basic Terms Of Employment

Residence

We require that you reside on the Campground during the season. That provides the Campground with available staff to serve our guests. We are providing you with a campsite as part of your employment for the convenience and benefit of the employer, as that term is used in section 119 of the Internal Revenue Code.

Compensation

You will be a Workamper Staff Member. That means you will be compensated for your work, in part, by the value of the lodging the Campground provides. We will look for you to be at the Campground and available for work from May 15 through September 15, 2022.

The price of a seasonal site at the Campground is $ 2,537.50. You will be credited earnings at the rate of $7.25 per hour for time worked for the Campground. You must perform at least 350 hours of work to offset the full value of the seasonal lodging.

[One Option: Earn Seasonal Lodging From First Hours worked]

Your hours of work will be recorded and credited toward the cost of your seasonal lodging. Once you have worked 350 hours, your seasonal lodging will be fully paid for. After that, you will be paid wages for the time you work at the rate of $ XX per hour. We will deduct social security and taxes from wage payments]

[Option 2 – Spread the In-Kind hours over the season]

You will be allowed to apply as much as 87.5 hours of your work toward the value of seasonal lodging in each of those four months. If you do not work for the entire season at the Campground, you will be responsible for paying for the remaining balance of the lodging fee.

All hours that you work beyond 87.5 in each one month period will be paid as wages. We will withhold social security and taxes from these wage payments.]

You will receive a form W-2 from us reporting the additional income you earn. The value of the lodging is excluded because you are required to reside on the premises of the Campground during your employment.

The Campground does not provide any benefits for seasonal employees.

Schedule

You will be working a regular part time schedule. You will be working five days per week, four hours per day. You will have two consecutive days off each week. The days off may vary as the campground schedule requires. You will be expected to work Saturdays and Sundays, which are our busy days.

Duties:

Workampers assist with the general operations of the Campground. We may assign you to handle any task which needs to be done on a given day. We will, of course, try to match assigned work to your skills, knowledge and abilities.

Some of the duties we envision asking you to perform include:

[Duties]

Commitment

By signing this letter, you are committing to work for us for an entire camping season. We are relying on you to help staff the Campground and meet the needs of our guests. We ask that you indicate you are not available for other campground work during the season. We do not restrict you from taking other employment which does not conflict with your availability for the Campground.

You are required to sign the Seasonal Camping Agreement for the Campground, and the related Rules. The Agreement requires that all guests act in a manner which respects everyone’s right to enjoy themselves. As an employee of the Campground, we ask and expect that you will be an example to the other guests and provide us with support in maintaining order and a spirit of fun.

If you have any questions about this letter, please contact us before you sign it. If you sign it without asking any questions, it will be presumed that you read the letter, understood it, and intend to comply with it.

Thank you.

Sincerely,

Joann Jones, Manager

Icy River Campground

ACCEPTANCE

We have read the letter above, which sets forth the terms and conditions on which we will be employed by the Campground. We agree to those terms.

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Workamper 1 Date

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Workamper 2 Date