

## Hurricane Harbor OKC

3908 W Reno Ave, Oklahoma City, OK, 73107, United States



## Section 2

### DETAILED JOB INFORMATION **ADMISSIONS AND TICKETS**

Site of Activity address	3908 W Reno Ave, Oklahoma City, OK, 73107, United States
Job Title	Admissions and Tickets
Special requirements	<p>Must be able to stand, stoop, crouch, and lift for brief and/or extended periods of time</p> <p>Must be able to lift 80 pounds consistently and carry over 25 feet on various surfaces</p> <p>Must be able to lift 25 pounds above shoulder level</p> <p>Must be able to ambulate comfortably throughout the course of the day over various surfaces</p> <p>Must be able to work in weather conditions prevalent at the time</p>
Position details and description	<p>This position is responsible for ensuring each of our Guests are given the best possible service in a prompt and friendly manner and are given the highest quality of service at all times. This position is also responsible for ensuring that all discount offers are explained and handled appropriately.</p> <p>Essential Duties and Responsibilities include the following. Other duties may be assigned.</p> <p>Guest Service: This requires providing friendly and helpful service to Guests, as well as fellow Team Members and promoting a Guest-friendly atmosphere. This also requires abiding by all Guest service standards and conduct guidelines established in the Team Member handbook.</p> <p>Safety: This requires the promotion of a safe working environment and elimination of safety hazards.</p> <p>Greeting: This requires greeting each Guest and giving directions as required.</p> <p>Ticket Sales: This requires selling each Guest the appropriate ticket, and assisting them with discount offers and coupons. Up-selling is required when appropriate.</p> <p>Expedite: This requires that all transactions are processed in a timely and efficient manner.</p> <p>Cleanliness: This requires keeping the work location and the Park clean and sanitary for Guests, as well as fellow Team Members. Cleaning duties may require standing, stooping, and bending to pick up trash and debris and the use of cleaning tools and chemicals.</p> <p>Other responsibilities assigned by management</p> <p>Ability to safely and successfully perform essential job functions consistent with the ADA, FMLA and other federal, state and local standards, including meeting qualitative and/or quantitative productivity standards</p> <p>Ability to maintain reasonably regular, punctual attendance consistent with the ADA, FMLA and other federal, state and local standards</p> <p>Compliance with all personnel policies</p>
Department	Admissions
Work schedule Shifts may vary; Hours may be reduced depending on business needs, weather, economic situations, your performance, sick time and other circumstances.	<i>Students may not work in positions requiring work hours that fall predominantly between the hours of 10:00 p.m. and 6:00 a.m. Please be advised that at the end of the Summer season in September participants may move to work a weekend schedule only as the park will be closed at the end of the season. Hurricane Harbor will do all that it can to accommodate your 35 hour average work week.</i>
Average hours per week	35
Guaranteed salary/wage per hour before deductions Employers of 'tipped employees' will need to pay a cash wage of at least \$2.13/hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13/hour do not equal the minimum hourly wage, the employer must make up the difference.	\$8.00

Is Overtime available	Yes
Overtime wage (if applicable)	Hours worked over 40 per week are paid as regular hours. No cap
Required skills	<p>Must be upbeat, detail minded, and friendly</p> <p>Must be outgoing, enthusiastic, and able to present a professional and positive image to Guests</p> <p>Ability to interact with co-workers and guests in a courteous manner</p> <p>Ability to stand and walk for long periods of time, while bending and lifting</p>
Required experience	Not Applicable
English level	Good
Supervisor	Matt Nottingham

### Section 3

#### POSITION REQUIREMENTS

Grooming	
Grooming standards	Please see grooming standards attached.
Dress code	Please see attached Grooming Standards
Uniform provided?	Yes
Cost to EV	Varies by position, \$25-50 per employee
When is uniform fee due	Payroll deducted at company cost
Screening	
Host Entity will require a drug test	Yes
Host Entity will provide the drug test	Yes
Description of drug screening policy	Must consent to random, for cause, pre-employment testing
Will EV incur a cost for screening	No
Cost to EV (if applicable)	0.0
When is screening fee due	Not applicable
Payment	
Payment schedule	bi_weekly
Allowances, bonuses, and/or incentives	Not Applicable
Estimated tips	Not Applicable
Description	Not Applicable
Training / Orientation	
Host Entity provides training/orientation	Yes
Description	On the job training
Will EV be paid during training/orientation	Yes
Length of training/orientation	Not Applicable
Will EV incur a cost for training/orientation	No
Cost to studen	Not Applicable
When is training fee due	Not Applicable



## **Job Description**

**Job Title:** Admissions Team Member

**Reports To:** Admissions Manager

**FLSA Status:** Non-Exempt

**Department:** Admissions

**Date Approved:** 1-16/2018

**Summary:** This position is responsible for ensuring each of our Guests are given the best possible service in a prompt and friendly manner and are given the highest quality of service at all times. This position is also responsible for ensuring that all discount offers are explained and handled appropriately.

**Essential Duties and Responsibilities** include the following. Other duties may be assigned.

- **Guest Service:** This requires providing friendly and helpful service to Guests, as well as fellow Team Members and promoting a Guest-friendly atmosphere. This also requires abiding by all Guest service standards and conduct guidelines established in the Team Member handbook.
- **Safety:** This requires the promotion of a safe working environment and elimination of safety hazards.
- **Greeting:** This requires greeting each Guest and giving directions as required.
- **Ticket Sales:** This requires selling each Guest the appropriate ticket, and assisting them with discount offers and coupons. Up-selling is required when appropriate.
- **Expedite:** This requires that all transactions are processed in a timely and efficient manner.
- **Cleanliness:** This requires keeping the work location and the Park clean and sanitary for Guests, as well as fellow Team Members. Cleaning duties may require standing, stooping, and bending to pick up trash and debris and the use of cleaning tools and chemicals.
- **Other responsibilities assigned by management**
- **Ability to safely and successfully perform essential job functions consistent with the ADA, FMLA and other federal, state and local standards, including meeting qualitative and/or quantitative productivity standards**
- **Ability to maintain reasonably regular, punctual attendance consistent with the ADA, FMLA and other federal, state and local standards**
- **Compliance with all personnel policies**

**Qualifications:**

- Must be upbeat, detail minded, and friendly.
- Must be outgoing, enthusiastic, and able to present a professional and positive image to Guests.
- Prior cash register and/or money handling experience preferred but not required.
- Must have the ability to answer a variety of questions and concerns.
- Must be able to pass a background check (18 and over) and drug screen

**Physical Demands:**

- Standing/moving for prolonged periods of time
- Working in all weather conditions
- Able to stand, stoop, crouch, kneel

**Work Environment:** While performing the duties of this job, the employee is exposed to weather conditions prevalent at the time. The noise level is generally moderate to high.

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I hereby acknowledges that I have received a copy of my position description which provides guidelines on my duties and responsibilities as stipulated in my employment with this organization. I understand that White Water Bay can, at it's sole discretion, modify, eliminate, revise, or deviate from this job description.

I also understand that any changes made by White Water Bay with respect to the duties and responsibilities outlined in this position description will supersede all other versions and modifications.

Furthermore, I acknowledge that this is neither a contract of employment nor a legal document and nothing contained within creates an express or implied contract of employment. I understand that I should consult my supervisor or a representative of the Human Resource Department if I have any questions.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Printed Name: \_\_\_\_\_

## Section 2

### DETAILED JOB INFORMATION **AMUSEMENT PARK WORKER**

Site of Activity address	3908 W Reno Ave, Oklahoma City, OK, 73107, United States
Job Title	Amusement Park Worker
Special requirements	<p>Must be able to stand, stoop, crouch, and lift for brief and/or extended periods of time</p> <p>Must be able to lift 80 pounds consistently and carry over 25 feet on various surfaces</p> <p>Must be able to lift 25 pounds above shoulder level</p> <p>Must be able to ambulate comfortably throughout the course of the day over various surfaces</p> <p>Must be able to work in weather conditions prevalent at the time</p>
Position details and description	<p>Essential Duties and Responsibilities include the following. Other duties may be assigned.</p> <p>Customer Service: This requires providing friendly and helpful service to guests, as well as fellow employees and promoting a guest-friendly atmosphere. This also requires abiding by all customer service standards and conduct guidelines established in the employee handbook</p> <p>Safety: This requires the promotion of a safe working environment and elimination of safety hazards</p> <p>Cleanliness: This requires keeping the work location and the Park clean and sanitary for guests, as well as fellow employees. Cleaning duties may require standing, stooping, and bending to pick up trash and debris and the use of cleaning tools and chemicals</p> <p>General Park Cleanliness: These duties include but are not limited to, sweeping walkways, pressure washing facilities and attractions, pulling trash and wiping down tables and chairs throughout the park</p> <p>Restrooms: This requires the use of cleaning tools and chemicals to clean the sinks, showers and toilets. Restocking duties are also required and will include restocking of paper towels, toilet tissue, soap, etc</p> <p>Information: This requires offering guests suggestions, answering any questions and giving directions when appropriate</p> <p>Other responsibilities assigned by management</p> <p>Ability to safely and successfully perform essential job functions consistent with the ADA, FMLA and other federal, state and local standards, including meeting qualitative and/or quantitative productivity standards</p> <p>Ability to maintain reasonably regular, punctual attendance consistent with the ADA, FMLA and other federal, state and local standards</p> <p>Compliance with all personnel policies</p>
Department	Park Services
Work schedule Shifts may vary; Hours may be reduced depending on business needs, weather, economic situations, your performance, sick time and other circumstances.	<i>Students may not work in positions requiring work hours that fall predominantly between the hours of 10:00 p.m. and 6:00 a.m. Please be advised that at the end of the Summer season in September participants may move to work a weekend schedule only as the park will be closed at the end of the season. Hurricane Harbor will do all that it can to accommodate your 35 hour average work week.</i>
Average hours per week	35
Guaranteed salary/wage per hour before deductions Employers of 'tipped employees' will need to pay a cash wage of at least \$2.13/hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13/hour do not equal the minimum hourly wage, the employer must make up the difference.	\$8.00
Is Overtime available	Yes
Overtime wage (if applicable)	Hours worked over 40 per week are paid as regular hours. No cap

Required skills	Must be upbeat, detail minded, and friendly Must be outgoing, enthusiastic, and able to present a professional and positive image to Guests Ability to interact with co-workers and guests in a courteous manner Ability to stand and walk for long periods of time, while bending and lifting
Required experience	Not Applicable
English level	Good
Supervisor	Matt Nottingham



### Section 3

#### POSITION REQUIREMENTS

Grooming	
Grooming standards	Please see grooming standards attached.
Dress code	Please see attached Grooming Standards
Uniform provided?	Yes
Cost to EV	Varies by position, \$25-50 per employee
When is uniform fee due	Payroll deducted at company cost
Screening	
Host Entity will require a drug test	Yes
Host Entity will provide the drug test	Yes
Description of drug screening policy	Must consent to random, for cause, pre-employment testing
Will EV incur a cost for screening	No
Cost to EV (if applicable)	0.0
When is screening fee due	Not applicable
Payment	
Payment schedule	bi_weekly
Allowances, bonuses, and/or incentives	Not Applicable
Estimated tips	Not Applicable
Description	Not Applicable
Training / Orientation	
Host Entity provides training/orientation	Yes
Description	On the job training
Will EV be paid during training/orientation	Yes
Length of training/orientation	Not Applicable
Will EV incur a cost for training/orientation	No
Cost to studen	Not Applicable
When is training fee due	Not Applicable



## **Job Description**

**Job Title:** Park Services Team Member

**Reports To:** Park Services Supervisor

**FLSA Status:** Non-Exempt

**Department:** Maintenance

**Date Approved:** 1/16/2018

**Summary:** This position is responsible for keeping the park clean, sanitary and aesthetically pleasing for the Guests

**Essential Duties and Responsibilities** include the following. Other duties may be assigned.

- **Customer Service:** This requires providing friendly and helpful service to guests, as well as fellow employees and promoting a guest-friendly atmosphere. This also requires abiding by all customer service standards and conduct guidelines established in the employee handbook
- **Safety:** This requires the promotion of a safe working environment and elimination of safety hazards
- **Cleanliness:** This requires keeping the work location and the Park clean and sanitary for guests, as well as fellow employees. Cleaning duties may require standing, stooping, and bending to pick up trash and debris and the use of cleaning tools and chemicals
- **General Park Cleanliness:** These duties include but are not limited to, sweeping walkways, pressure washing facilities and attractions, pulling trash and wiping down tables and chairs throughout the park
- **Restrooms:** This requires the use of cleaning tools and chemicals to clean the sinks, showers and toilets. Restocking duties are also required and will include restocking of paper towels, toilet tissue, soap, etc
- **Information:** This requires offering guests suggestions, answering any questions and giving directions when appropriate
- **Other responsibilities assigned by management**
- **Ability to safely and successfully perform essential job functions consistent with the ADA, FMLA and other federal, state and local standards, including meeting qualitative and/or quantitative productivity standards**
- **Ability to maintain reasonably regular, punctual attendance consistent with the ADA, FMLA and other federal, state and local standards**
- **Compliance with all personnel policies**

**Qualifications:**

- Must be upbeat, detail minded, and friendly
- Must be outgoing, enthusiastic, and able to present a professional and positive image to Guests
- Ability to interact with co-workers and guests in a courteous manner
- Ability to stand and walk for long periods of time, while bending and lifting

**Physical Demands:**

- Must be able to stand, stoop, crouch, and lift for brief and/or extended periods of time
- Must be able to lift 80 pounds consistently and carry over 25 feet on various surfaces
- Must be able to lift 25 pounds above shoulder level
- Must be able to ambulate comfortably throughout the course of the day over various surfaces
- Must be able to work in weather conditions prevalent at the time

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Furthermore, I acknowledge that this is neither a contract of employment nor a legal document and nothing contained within creates an express or implied contract of employment. I understand that I should consult my supervisor or a representative of the Human Resource Department if I have any questions.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Printed Name: \_\_\_\_\_

## Section 2

### DETAILED JOB INFORMATION **COMMON AREA ATTENDANT**

Site of Activity address	3908 W Reno Ave, Oklahoma City, OK, 73107, United States
Job Title	Common Area Attendant
Special requirements	<p>Must be able to stand, stoop, crouch, and lift for brief and/or extended periods of time</p> <p>Must be able to lift 80 pounds consistently and carry over 25 feet on various surfaces</p> <p>Must be able to lift 25 pounds above shoulder level</p> <p>Must be able to ambulate comfortably throughout the course of the day over various surfaces</p> <p>Must be able to work in weather conditions prevalent at the time</p>
Position details and description	<p>This person is responsible for insuring the safety and security of all White Water Bay guests and Team members through guest screening, crowd control, traffic control and special event management. Due to the heavy amount of guest interaction experience in this job, Event Staff Team Members are the first to be considered when Security Officer Positions become available.</p> <p>Essential Duties and Responsibilities include the following. Other duties may be assigned.</p> <p>Customer Service: This requires providing friendly and helpful service to guests, as well as fellow employees and promoting a guest-friendly atmosphere. This also requires abiding by all customer service standards and conduct guidelines established in the Team Member handbook</p> <p>Safety: This requires the promotion of a safe working environment and elimination of safety hazards. This also requires the ability to deal with sensitive issues in a competent and efficient manner</p> <p>Information: This requires answering all guests' questions, and providing information and directions when necessary</p> <p>Providing front gate crowd control, parking lot traffic control and other areas as necessary to maintain a safe and secure environment for guests.</p> <p>Conducting bag searches at guest entry point</p> <p>Other responsibilities assigned by management</p> <p>Ability to safely and successfully perform essential job functions consistent with the ADA, FMLA and other federal, state and local standards, including meeting qualitative and/or quantitative productivity standards</p> <p>Compliance with all personnel policies</p>
Department	Security Screener
Work schedule Shifts may vary; Hours may be reduced depending on business needs, weather, economic situations, your performance, sick time and other circumstances.	<i>Students may not work in positions requiring work hours that fall predominantly between the hours of 10:00 p.m. and 6:00 a.m. Please be advised that at the end of the Summer season in September participants may move to work a weekend schedule only as the park will be closed at the end of the season. Hurricane Harbor will do all that it can to accommodate your 35 hour average work week.</i>
Average hours per week	35
Guaranteed salary/wage per hour before deductions Employers of 'tipped employees' will need to pay a cash wage of at least \$2.13/hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13/hour do not equal the minimum hourly wage, the employer must make up the difference.	\$8.00
Is Overtime available	Yes
Overtime wage (if applicable)	Hours worked over 40 per week are paid as regular hours. No cap

Required skills	Must be upbeat, detail minded, and friendly Must be outgoing, enthusiastic, and able to present a professional and positive image to Guests Ability to interact with co-workers and guests in a courteous manner Ability to stand and walk for long periods of time, while bending and lifting
Required experience	Not Applicable
English level	Good
Supervisor	Matt Nottingham

### Section 3

#### POSITION REQUIREMENTS

Grooming	
Grooming standards	Please see grooming standards attached.
Dress code	Please see attached Grooming Standards
Uniform provided?	Yes
Cost to EV	Varies by position, \$25-50 per employee
When is uniform fee due	Payroll deducted at company cost
Screening	
Host Entity will require a drug test	Yes
Host Entity will provide the drug test	Yes
Description of drug screening policy	Must consent to random, for cause, pre-employment testing
Will EV incur a cost for screening	No
Cost to EV (if applicable)	0.0
When is screening fee due	Not applicable
Payment	
Payment schedule	bi_weekly
Allowances, bonuses, and/or incentives	Not Applicable
Estimated tips	Not Applicable
Description	Not Applicable
Training / Orientation	
Host Entity provides training/orientation	Yes
Description	On the job training
Will EV be paid during training/orientation	Yes
Length of training/orientation	Not Applicable
Will EV incur a cost for training/orientation	No
Cost to studen	Not Applicable
When is training fee due	Not Applicable



## **Job Description**

**Job Title:** Event Staff Metal Detector Operator

**Reports To:** Operations Manager

**FLSA Status:** Non-Exempt

**Department:** Operations: Security

**Date Approved:** 11/16/2018

**Summary:** This person is responsible for insuring the safety and security of all White Water Bay guests and Team members through guest screening, crowd control, traffic control and special event management.

Due to the heavy amount of guest interaction experience in this job, Event Staff Team Members are the first to be considered when Security Officer Positions become available.

**Essential Duties and Responsibilities** include the following. Other duties may be assigned.

- **Customer Service:** This requires providing friendly and helpful service to guests, as well as fellow employees and promoting a guest-friendly atmosphere. This also requires abiding by all customer service standards and conduct guidelines established in the Team Member handbook
- **Safety:** This requires the promotion of a safe working environment and elimination of safety hazards. This also requires the ability to deal with sensitive issues in a competent and efficient manner
- **Information:** This requires answering all guests' questions, and providing information and directions when necessary
- Providing front gate crowd control, parking lot traffic control and other areas as necessary to maintain a safe and secure environment for guests.
- Conducting bag searches at guest entry point
- Other responsibilities assigned by management
- Ability to safely and successfully perform essential job functions consistent with the ADA, FMLA and other federal, state and local standards, including meeting qualitative and/or quantitative productivity standards
- Compliance with all personnel policies

**Qualifications:**

- Must be 16 years of age or older
- Must be outgoing, enthusiastic, and able to present a professional and positive image to Guests
- Must be able to pass a background check (18 and over) and a drug screen

**Physical Demands:** The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to use hands to finger, handle, or feel; reach with hands and arms; and talk or hear. The employee frequently is required to stand; walk; and stoop, kneel, crouch or crawl. The employee is occasionally required to sit and climb or balance. The employee must regularly lift and/or move up to twenty pounds, frequently lift and/or move up to fifty pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

**Work Environment:** While performing the duties of this job, the employee is exposed to weather conditions prevalent at the time. The noise level is generally moderate to high.

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Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Printed Name: \_\_\_\_\_



## Section 2

### DETAILED JOB INFORMATION **FOOD AND BEVERAGE RETAIL CONCESSIONS**

Site of Activity address	3908 W Reno Ave, Oklahoma City, OK, 73107, United States
Job Title	Food and Beverage Retail Concessions
Special requirements	<p>Must be able to stand, stoop, crouch, and lift at least 20lbs for brief and/or extended periods of time</p> <p>Must be able to tolerate hot and cold temperatures for brief and/or extended periods of time</p>
Position details and description	<p>This position is responsible for greeting and assisting our Guests in a friendly and efficient manner and preparing and serving food and beverage for Guests in the various food locations, mobile carts and the Picnic Grove.</p> <p>Essential Duties and Responsibilities include the following. Other duties may be assigned.</p> <p>Customer Service: This requires providing friendly and helpful service to guests, as well as fellow employees and promoting a guest-friendly atmosphere. This also requires abiding by all customer service standards and conduct guidelines established in the employee handbook</p> <p>Safety: This requires the promotion of a safe working environment and elimination of safety hazards</p> <p>Cleanliness: This requires keeping the work location and the Park clean and sanitary for Guests, as well as fellow employees. Cleaning duties may require standing, stooping, and bending to pick up trash and debris and the use of cleaning tools and chemicals</p> <p>Preparing Food: Preparing food product using the ovens, fryers and other equipment. Ensuring that food prepared is in compliance with OK health standards</p> <p>Processing Orders: This requires maintaining appropriate levels of product at the location for each day</p> <p>Ability to conduct a register transaction to include, counting money and giving correct change</p> <p>Other responsibilities assigned by management</p> <p>Ability to safely and successfully perform essential job functions consistent with the ADA, FMLA and other federal, state and local standards, including meeting qualitative and/or quantitative productivity standards</p> <p>Ability to maintain reasonably regular, punctual attendance consistent with the ADA, FMLA and other federal, state and local standards</p> <p>Compliance with all personnel policies</p>
Department	Food & Beverage
<p>Work schedule</p> <p>Shifts may vary; Hours may be reduced depending on business needs, weather, economic situations, your performance, sick time and other circumstances.</p>	<p><i>Students may not work in positions requiring work hours that fall predominantly between the hours of 10:00 p.m. and 6:00 a.m. Please be advised that at the end of the Summer season in September participants may move to work a weekend schedule only as the park will be closed at the end of the season. Hurricane Harbor will do all that it can to accommodate your 35 hour average work week.</i></p>
Average hours per week	35
<p>Guaranteed salary/wage per hour before deductions</p> <p>Employers of 'tipped employees' will need to pay a cash wage of at least \$2.13/hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13/hour do not equal the minimum hourly wage, the employer must make up the difference.</p>	\$8.00
Is Overtime available	Yes

Overtime wage (if applicable)	Hours worked over 40 per week are paid as regular hours. No cap
Required skills	<p>Must be upbeat, detail minded, and friendly</p> <p>Must be outgoing, enthusiastic, and able to present a professional and positive image to Guests</p> <p>Ability to interact with co-workers and guests in a courteous manner</p> <p>Ability to stand and walk for long periods of time, while bending and lifting</p>
Required experience	Not Applicable
English level	Good
Supervisor	Matt Nottingham

### Section 3

#### POSITION REQUIREMENTS

Grooming	
Grooming standards	Please see grooming standards attached.
Dress code	Please see attached Grooming Standards
Uniform provided?	Yes
Cost to EV	Varies by position, \$25-50 per employee
When is uniform fee due	Payroll deducted at company cost
Screening	
Host Entity will require a drug test	Yes
Host Entity will provide the drug test	Yes
Description of drug screening policy	Must consent to random, for cause, pre-employment testing
Will EV incur a cost for screening	No
Cost to EV (if applicable)	0.0
When is screening fee due	Not applicable
Payment	
Payment schedule	bi_weekly
Allowances, bonuses, and/or incentives	Not Applicable
Estimated tips	Not Applicable
Description	Not Applicable
Training / Orientation	
Host Entity provides training/orientation	Yes
Description	On the job training
Will EV be paid during training/orientation	Yes
Length of training/orientation	Not Applicable
Will EV incur a cost for training/orientation	No
Cost to studen	Not Applicable
When is training fee due	Not Applicable



## **Job Description**

**Job Title:** Food Service Team Member

**Reports To:** Food Service Supervisor

**FLSA Status:** Non-Exempt

**Department:** Foods/Revenue

**Date Approved:** 1/16/2018

**Summary:** This position is responsible for greeting and assisting our Guests in a friendly and efficient manner and preparing and serving food and beverage for Guests in the various food locations, mobile carts and the Picnic Grove.

**Essential Duties and Responsibilities** include the following. Other duties may be assigned.

- **Customer Service:** This requires providing friendly and helpful service to guests, as well as fellow employees and promoting a guest-friendly atmosphere. This also requires abiding by all customer service standards and conduct guidelines established in the employee handbook
- **Safety:** This requires the promotion of a safe working environment and elimination of safety hazards
- **Cleanliness:** This requires keeping the work location and the Park clean and sanitary for Guests, as well as fellow employees. Cleaning duties may require standing, stooping, and bending to pick up trash and debris and the use of cleaning tools and chemicals
- **Preparing Food:** Preparing food product using the ovens, fryers and other equipment. Ensuring that food prepared is in compliance with OK health standards
- **Processing Orders:** This requires maintaining appropriate levels of product at the location for each day
- **Ability to conduct a register transaction** to include, counting money and giving correct change
- **Other responsibilities** assigned by management
- **Ability to safely and successfully perform essential job functions** consistent with the ADA, FMLA and other federal, state and local standards, including meeting qualitative and/or quantitative productivity standards
- **Ability to maintain reasonably regular, punctual attendance** consistent with the ADA, FMLA and other federal, state and local standards
- **Compliance with all personnel policies**

**Qualifications:**

- Must be upbeat, detail minded and friendly
- Must be outgoing, enthusiastic and able to present a professional and positive image to Guests
- Ability to interact with co-workers and Guests in a courteous manner
- Prior Cash Register and money handling experience preferred but not required

**Physical Demands:**

- Must be able to stand, stoop, crouch, and lift at least 20lbs for brief and/or extended periods of time
- Must be able to tolerate hot and cold temperatures for brief and/or extended periods of time

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Furthermore, I acknowledge that this is neither a contract of employment nor a legal document and nothing contained within creates an express or implied contract of employment. I understand that I should consult my supervisor or a representative of the Human Resource Department if I have any questions.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Printed Name: \_\_\_\_\_

## Section 2

### DETAILED JOB INFORMATION **RETAIL ASSOCIATE**

Site of Activity address	3908 W Reno Ave, Oklahoma City, OK, 73107, United States
Job Title	Retail Associate
Special requirements	<p>Must be able to stand, stoop, crouch, and lift for brief and/or extended periods of time</p> <p>Must be able to lift 80 pounds consistently and carry over 25 feet on various surfaces</p> <p>Must be able to lift 25 pounds above shoulder level</p> <p>Must be able to ambulate comfortably throughout the course of the day over various surfaces</p> <p>Must be able to work in weather conditions prevalent at the time</p>
Position details and description	<p>Greet and assist our Guests in a friendly and efficient manner while assisting them with locker rentals, raft and tube rentals, and cabana rentals, or assisting guests in the retail locations throughout the park.</p> <p>A Retail/Rentals Team Member is also responsible for provide direction and information to improve the Guests' experience.</p> <p>Essential Duties and Responsibilities include the following. Other duties may be assigned.</p> <p>Customer Service: This requires providing friendly and helpful service to guests, as well as fellow employees and promoting a guest-friendly atmosphere. This also requires abiding by all customer service standards and conduct guidelines established in the employee handbook</p> <p>Safety: This requires the promotion of a safe working environment and elimination of safety hazards</p> <p>Cleanliness: This requires keeping the work location and the Park clean and sanitary for Guests, as well as fellow employees. Cleaning duties may require standing, stooping, and bending to pick up trash and debris and the use of cleaning tools and chemicals</p> <p>Greeting: This requires greeting each guest and giving directions as required.</p> <p>Processing Rentals: This requires assisting guests with all rental needs; such as, tube, raft and locker rentals; refunding guests at the end of their stay for deposits on rented equipment</p> <p>Information: Answering any questions and giving directions when appropriate</p> <p>Other responsibilities assigned by management</p> <p>Ability to safely and successfully perform essential job functions consistent with the ADA, FMLA and other federal, state and local standards, including meeting qualitative and/or quantitative productivity standards</p> <p>Ability to maintain reasonably regular, punctual attendance consistent with the ADA, FMLA and other federal, state and local standards</p> <p>Compliance with all personnel policies</p>
Department	Admissions
Work schedule Shifts may vary; Hours may be reduced depending on business needs, weather, economic situations, your performance, sick time and other circumstances.	<i>Students may not work in positions requiring work hours that fall predominantly between the hours of 10:00 p.m. and 6:00 a.m. Please be advised that at the end of the Summer season in September participants may move to work a weekend schedule only as the park will be closed at the end of the season. Hurricane Harbor will do all that it can to accommodate your 35 hour average work week.</i>
Average hours per week	35
Guaranteed salary/wage per hour before deductions Employers of 'tipped employees' will need to pay a cash wage of at least \$2.13/hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13/hour do not equal the minimum hourly wage, the employer must make up the difference.	\$8.00

Is Overtime available	Yes
Overtime wage (if applicable)	Hours worked over 40 per week are paid as regular hours. No cap
Required skills	Must be upbeat, detail minded, and friendly Must be outgoing, enthusiastic, and able to present a professional and positive image to Guests Ability to interact with co-workers and guests in a courteous manner Ability to stand and walk for long periods of time, while bending and lifting
Required experience	Not Applicable
English level	Good
Supervisor	Matt Nottingham

### Section 3

#### POSITION REQUIREMENTS

Grooming	
Grooming standards	Please see grooming standards attached.
Dress code	Please see attached Grooming Standards
Uniform provided?	Yes
Cost to EV	Varies by position, \$25-50 per employee
When is uniform fee due	Payroll deducted at company cost
Screening	
Host Entity will require a drug test	Yes
Host Entity will provide the drug test	Yes
Description of drug screening policy	Must consent to random, for cause, pre-employment testing
Will EV incur a cost for screening	No
Cost to EV (if applicable)	0.0
When is screening fee due	Not applicable
Payment	
Payment schedule	bi_weekly
Allowances, bonuses, and/or incentives	Not Applicable
Estimated tips	Not Applicable
Description	Not Applicable
Training / Orientation	
Host Entity provides training/orientation	Yes
Description	On the job training
Will EV be paid during training/orientation	Yes
Length of training/orientation	Not Applicable
Will EV incur a cost for training/orientation	No
Cost to studen	Not Applicable
When is training fee due	Not Applicable





## **Job Description**

**Job Title:** Retail/Rentals Team Member

**Reports To:** Retail/Rentals Supervisor

**FLSA Status:** Non-Exempt

**Department:** Retail/Rentals/Revenue

**Date Approved:** 1/16/2018

**Summary:** Greet and assist our Guests in a friendly and efficient manner while assisting them with locker rentals, raft and tube rentals, and cabana rentals, or assisting guests in the retail locations throughout the park.

A Retail/Rentals Team Member is also responsible for provide direction and information to improve the Guests' experience.

**Essential Duties and Responsibilities** include the following. Other duties may be assigned.

- **Customer Service:** This requires providing friendly and helpful service to guests, as well as fellow employees and promoting a guest-friendly atmosphere. This also requires abiding by all customer service standards and conduct guidelines established in the employee handbook
- **Safety:** This requires the promotion of a safe working environment and elimination of safety hazards
- **Cleanliness:** This requires keeping the work location and the Park clean and sanitary for Guests, as well as fellow employees. Cleaning duties may require standing, stooping, and bending to pick up trash and debris and the use of cleaning tools and chemicals
- **Greeting:** This requires greeting each guest and giving directions as required.
- **Processing Rentals:** This requires assisting guests with all rental needs; such as, tube, raft and locker rentals; refunding guests at the end of their stay for deposits on rented equipment
- **Information:** Answering any questions and giving directions when appropriate
- **Other responsibilities** assigned by management
- **Ability to safely and successfully perform essential job functions** consistent with the ADA, FMLA and other federal, state and local standards, including meeting qualitative and/or quantitative productivity standards
- **Ability to maintain reasonably regular, punctual attendance** consistent with the ADA, FMLA and other federal, state and local standards
- **Compliance with all personnel policies**

**Qualifications:**

- Must be upbeat, detail minded, and friendly
- Must be outgoing, enthusiastic, and able to present a professional and positive image to Guests
- Ability to interact with co-workers and Guests in a courteous manner
- Prior Cash Register and money handling experience desired
- Ability to conduct a register transaction to include, counting money and giving correct change
- Must be able to pass a background check (18 and over) and drug screen

**Physical Demands:**

- Must be able to stand, stoop, crouch, and lift at least 20 lbs for brief and/or extended periods of time
  - Must be able to work outdoors for extended periods of time
  - Must be able to work in weather conditions prevalent at the time
- 

I hereby acknowledge that I have received a copy of my position description which provides guidelines on my duties and responsibilities as stipulated in my employment with this organization. I understand that White Water Bay can, at its sole discretion, modify, eliminate, revise, or deviate from this job description.

I also understand that any changes made by White Water Bay with respect to the duties and responsibilities outlined in this position description will supersede all other versions and modifications.

Furthermore, I acknowledge that this is neither a contract of employment nor a legal document and nothing contained within creates an express or implied contract of employment. I understand that I should consult my supervisor or a representative of the Human Resource Department if I have any questions.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Printed Name: \_\_\_\_\_

## Section 2

### DETAILED JOB INFORMATION **WATERPARK ATTENDANT**

Site of Activity address	3908 W Reno Ave, Oklahoma City, OK, 73107, United States
Job Title	Waterpark Attendant
Special requirements	Standing, sitting, stooping for prolonged periods of time Exposure to outdoor elements to include heat, rain, wind, cold Ability to climb multiple sets of stairs
Position details and description	<p>Providing basic water slide safety by properly dispatching patrons and enforcing applicable height and weight restrictions. Essential Duties and Responsibilities include the following. Other duties may be assigned.</p> <ul style="list-style-type: none"> <li>Continuously strive for quality service, Guest satisfaction and safety</li> <li>Properly dispatch waterslides and other attractions per park guidelines</li> <li>Ensure guests are conforming to height and weight restrictions posted on ride signs</li> <li>Adhere to all operating procedures as outlined in the waterpark standard operating procedures for the positions they are staffing. This includes, but is not limited to: completing morning safety checklist, operating attraction, cleaning area, immediately addressing any waterpark attraction maintenance concerns and/or stopping operation (if necessary)</li> <li>Maintain an environment that keeps safety the number one concern for all Guests and Team Members</li> <li>Enforce park policy in a manner conducive to being an advocate for the Guest, while still adhering to park rules and regulations</li> <li>Other responsibilities assigned by management</li> <li>Ability to safely and successfully perform essential job functions consistent with the ADA, FMLA and other federal, state and local standards, including meeting qualitative and/or quantitative productivity standards</li> <li>Ability to maintain reasonably regular, punctual attendance consistent with the ADA, FMLA and other federal, state and local standards</li> <li>Compliance with all personnel policies</li> </ul>
Department	Aquatics
Work schedule Shifts may vary; Hours may be reduced depending on business needs, weather, economic situations, your performance, sick time and other circumstances.	<i>Students may not work in positions requiring work hours that fall predominantly between the hours of 10:00 p.m. and 6:00 a.m. Please be advised that at the end of the Summer season in September participants may move to work a weekend schedule only as the park will be closed at the end of the season. Hurricane Harbor will do all that it can to accommodate your 35 hour average work week.</i>
Average hours per week	35
Guaranteed salary/wage per hour before deductions Employers of 'tipped employees' will need to pay a cash wage of at least \$2.13/hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13/hour do not equal the minimum hourly wage, the employer must make up the difference.	\$8.00
Is Overtime available	Yes
Overtime wage (if applicable)	Hours worked over 40 per week are paid as regular hours. No cap
Required skills	<ul style="list-style-type: none"> <li>Must be upbeat, detail minded, and friendly</li> <li>Must be outgoing, enthusiastic, and able to present a professional and positive image to Guests</li> <li>Ability to interact with co-workers and guests in a courteous manner</li> <li>Ability to stand and walk for long periods of time, while bending and lifting</li> </ul>

Required experience	Not Applicable
English level	Good
Supervisor	Matt Nottingham

### Section 3

#### POSITION REQUIREMENTS

Grooming	
Grooming standards	Please see grooming standards attached.
Dress code	Please see attached Grooming Standards
Uniform provided?	Yes
Cost to EV	Varies by position, \$25-50 per employee
When is uniform fee due	Payroll deducted at company cost
Screening	
Host Entity will require a drug test	Yes
Host Entity will provide the drug test	Yes
Description of drug screening policy	Must consent to random, for cause, pre-employment testing
Will EV incur a cost for screening	No
Cost to EV (if applicable)	0.0
When is screening fee due	Not applicable
Payment	
Payment schedule	bi_weekly
Allowances, bonuses, and/or incentives	Not Applicable
Estimated tips	Not Applicable
Description	Not Applicable
Training / Orientation	
Host Entity provides training/orientation	Yes
Description	On the job training
Will EV be paid during training/orientation	Yes
Length of training/orientation	Not Applicable
Will EV incur a cost for training/orientation	No
Cost to studen	Not Applicable
When is training fee due	Not Applicable



## **Job Description**

**Job Title:** Aquatics (Slide Attendant) Team Member

**Reports To:** Aquatics Supervisor

**FLSA Status:** Non-Exempt

**Department:** Operations

**Date Approved:** 11/8/2017

**Summary:** Providing basic water slide safety by properly dispatching patrons and enforcing applicable height and weight restrictions.

**Essential Duties and Responsibilities** include the following. Other duties may be assigned.

- Continuously strive for quality service, Guest satisfaction and safety
- Properly dispatch waterslides and other attractions per park guidelines
- Ensure guests are conforming to height and weight restrictions posted on ride signs
- Adhere to all operating procedures as outlined in the waterpark standard operating procedures for the positions they are staffing. This includes, but is not limited to: completing morning safety checklist, operating attraction, cleaning area, immediately addressing any waterpark attraction maintenance concerns and/or stopping operation (if necessary)
- Maintain an environment that keeps safety the number one concern for all Guests and Team Members
- Enforce park policy in a manner conducive to being an advocate for the Guest, while still adhering to park rules and regulations
- Other responsibilities assigned by management
- Ability to safely and successfully perform essential job functions consistent with the ADA, FMLA and other federal, state and local standards, including meeting qualitative and/or quantitative productivity standards
- Ability to maintain reasonably regular, punctual attendance consistent with the ADA, FMLA and other federal, state and local standards
- Compliance with all personnel policies

**Qualifications:**

- Must be upbeat, detail minded, and friendly
- Must be able to communicate without assistance
- Must have 20/25 corrected OR uncorrected vision
- Must be outgoing, enthusiastic, and present a professional and positive image to Guests
- Must be able to pass written ride training exam to ensure proper knowledge of the operation of the attraction.

**Physical Demands:**

- Standing, sitting, stooping for prolonged periods of time
- Exposure to outdoor elements to include heat, rain, wind, cold
- Ability to climb multiple sets of stairs

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\_\_\_\_\_ hereby acknowledges that I have received a copy of my position description which provides guidelines on my duties and responsibilities as stipulated in my employment with this organization. I understand that White Water Bay can, at its sole discretion, modify, eliminate, revise, or deviate from this job description.

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Furthermore, I acknowledge that this is neither a contract of employment nor a legal document and nothing contained within creates an express or implied contract of employment. I understand that I should consult my supervisor or a representative of the Human Resource Department if I have any questions.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Printed Name: \_\_\_\_\_

## Section 4

### HOUSING INFORMATION

If company provided housing or temporary housing is not offered, students will need to secure housing after they have accepted the job offer.

Does Host Entity provide temporary housing?	No
Duration of temporary housing<	Not Applicable
Cost of temporary housing	0.0

### *Housing Lead 1*

Housing model	Participant arranged
Gender requirement	Any
Housing type	Hotel
Housing name	Sonesta ES Suites Oklahoma City
Contact name	Ginger Smith
Address	4361 W Reno Ave, Oklahoma City ,OK,73107
E-mail	GSMITH2@sonesta.com
Phone	405-942-4500
Web Address	<a href="https://www.sonesta.com/">https://www.sonesta.com/</a>
Weekly cost/rent per EV	160.0
Is weekly cost/rent payroll deducted?	No
Housing deposit	200.0
Is housing deposit payroll deducted?	No
Is deposit refundable	Yes
Deposit refund policy	0
Can housing be co-ed	No
Is renters insurance required	0
Housing amenities	Not Applicable
Distance between work site and housing	0.9 Miles - Participants will have the opportunity to walk and/or ride their bike to work.
Description	There's something surprisingly different at Sonesta ES Suites Oklahoma City. Here,



you'll experience why they call our city "The Big Friendly" from the moment you arrive. Our hotel provides affordability and convenience with our spacious suites that offer multiple bedrooms, and fully equipped kitchens. Stay connected and productive with free Wi-Fi and enjoy a delicious free hot breakfast buffet daily. Conveniently located to Will Rogers Airport, the Cox Business Service Convention Center and State Fairgrounds, we make it easy to get out and explore. At Sonesta ES Suites Oklahoma City, we'll go out of our way to ensure your comfort and relaxation.

When you are preparing to check out of the Sonesta Extended Stay Suites, please notify the front desk and please retrieve your proof of receipt that you have checked out of your room. The Sonesta will need to know when you plan on checking out of your room at the end of your program so they are able to keep track of who is still on the property and who is not. There is a 30 day tax fee that will be added onto your first 4 weeks rent. This tax will be taken off your weekly rent after spending 30 days at the Sonesta Extended Stay Suites. Sonesta is in the middle of it all! We are 10 minutes away from the very popular Bricktown district, and less than 15 minutes from OKC's other growing districts, such as Midtown, Plaza and Paseo. The Outlet Mall is only three miles from us, and Penn Square Mall is less than eight miles.

- All Suites - kitchens with full size refrigerator, stove/oven, dishwasher, coffee maker, toaster and large pantry; plates, bowls, drinkware, silverware, pots, pans included in the room.
- Complimentary full hot breakfast daily
- Complimentary evening social (light dinner) Tuesday -Thursday
- Outdoor grill and fire pit near outdoor, seasonal swimming pool
- Onsite laundry room (coin operated and accepts credit cards)
- Onsite fitness center
- Overnight security guard in parking lot every night
- 144 Cable/movie channels
- Complimentary internet
- Housekeeping service
- Daily light touch service: beds made, towels refreshed, take out trash
- Once a week full clean including sheet change

Number of beds per room	4
Number of bedrooms	4
Students per property	50
Students per room	4
Bathrooms per property	2
Bedding and towels	Yes
Cost of bedding and towels	0.0
Bedding and towel payment due	Not Applicable
Kitchen facilities	A fully equipped, en-suite kitchen with: Dishwasher Microwave oven Pots, pans, serving dishes Refrigerator with icemaker Silverware Stove Table and Chairs Toaster
Additional items must bring	Not Applicable
Additional comments	Premium television channels and movies A fully equipped, en-suite kitchen with:

	<p>Dishwasher  Microwave oven  Pots, pans, serving dishes  Refrigerator with icemaker  Silverware  Stove  Table and Chairs  Toaster  Fireplace  Air conditioning  Alarm clock  Coffee maker/tea service  Crib/Play yard  Individual climate control  Iron and ironing board  Luxury bedding - crisp linens, thicker mattresses, custom comforters, fluffier pillows  Hair dryer  Separate tub and shower</p> <ul style="list-style-type: none"> <li>• Apartment- style, two story accommodations</li> <li>• Bedroom downstairs has two full beds, TV, closet, full bathroom</li> <li>• Upstairs loft bedroom has one king bed, TV, closet, full bathroom</li> <li>• Living area has TV, pullout sofa</li> <li>• Dining table with four chairs</li> </ul>
Included in cost	All room accessories. All guests will be able to enjoy a daily complimentary breakfast as well as some light meals during the evenings throughout the week. There will also be daily light touches to the rooms where the housekeeping service will take out the trash and make your bed. Your room will receive a deep clean once a week where the housekeeping service will clean your bed sheets, towels, vacuum the floors, and clean your room.
Additional items included in cost	Additional items included in the cost will soon be determined. Light Touch - daily: trash emptied, towels refreshed (if they are on the floor) and beds made (guest must remove all personal items from bed). Full Clean – every 7 days: Bed linens changed (guest must remove all personal items from bed), room vacuumed, dusted, mopped, etc...
Administration fee	0.0
Administration feed due	Not Applicable
Housing deposit due	The housing deposit will soon be determined.
Housing deposit refundable	Yes
Further information on housing refund policy	Student is required to give at least 10 days advanced notice of check out date in order to get their full deposit back. Student will need to complete Notice of Check Out form (available at our hotel front desk). Deposit will be refunded back to original credit/debit card upon check out with proper 10-day notice and no room damages.
Lease required	No
Length of lease	4 Days

## Section 5

### ARRIVAL INSTRUCTIONS

Geovisions provides Orientation to all students either in the student's home country or in the United States. If students attend Orientation in their home country, they will travel directly to the Host Entity upon arrival. If students attend Orientation in the U.S., they will travel to the Host Entity after Orientation is completed.

Closest port of entry airport	Will Rogers World Airport - OKC
Nearest airport to site of activity	Will Rogers World Airport - OKC
Airport/bus/train pickup provided	No
General arrival instructions	<p>Taxi: Follow the signs to the Taxi Stand at the airport Uber: Smart phone app – download prior to arrival Lyft: Smart phone app – download prior to arrival</p> <p>There is no obligation to take the first taxi or shuttle in line. Before you choose a taxi, ask the driver for an estimated cost to take you from the airport to your housing. If you want to use Lyft/Uber, the pickup area for Lyft/Uber is on the upper level "Departures" area. The area is marked as "TNC Pick Up". If you are arriving with a group, you may want to consider AIRPORT EXPRESS 405-681-3311, <a href="http://www.airportexpressokc.com">www.airportexpressokc.com</a>. Visit website for fares and to book your ride online or call (405) 681-3311 / Toll Free (877) 688-3311. You may also want to consider OKLAHOMA SHUTTLE 405-428-4441, <a href="http://www.oklahomashuttle.com">www.oklahomashuttle.com</a> Visit website for fares and to book your ride online.</p>
Arrival pick-up cost	0.0
Should EV contact Host Entity before arrival	Yes
Upon arrival, EV should report	Matt White
Phone number	405.943.9687 x 101
Preferred arrival days	Monday - Friday
Preferred arrival times	8am - 5pm

## Section 6

### ADDITIONAL INFORMATION

Social Security Information	
Address of the nearest social security office	Not Applicable
Distance of SSO from SOA	Not Applicable
Will Host Entity provide transportation to the nearest Social Security office	Yes
Will Host Entity help EV make copies of the necessary documents	Yes
Other Social Security assistance provided	Not Applicable

## Section 7

### POTENTIAL CULTURAL ACTIVITIES

Visit Oklahoma City bombing memorial site
Visit Frontier City for an employee only fun night of rides and activities
Annual park scavenger hunt; games, prizes etc.
Weekly team member only sporting event nights: football, soccer, volleyball, basketball

# Your Look At Work



## **YOUR LOOK AT WORK**

All staff members are expected to dress in a professional, business-like manner that is appropriate to the job and duties they are performing. Good grooming is required as it makes the statement to guests and co-workers that we are proud to be part of the Six Flags family of parks.

Our grooming standards are established to insure a consistent and uniform appearance of our team members. Remember that the guests' perception of your appearance is just as important as their perception of the park's appearance. All staff members are required to be neatly groomed at all times.

If you have questions regarding the following guidelines and standards, please contact your department manager or Human Resources.

If you believe that you may require an exception to the Six Flags grooming standards due to a medical, a religious, or another reason, please contact Human Resources.

## **The Look Of Success**

Our reputation for outstanding staff members stems not only from the way we act but, just as importantly, from how we appear. Whether you're working behind the scenes or in with the guests, you must look the part. A wholesome, fresh look is a pleasant reminder of the first-class entertainment we provide at Six Flags. Please keep in mind that our grooming standard is conservative in nature. It is not the purpose nor is it the goal of the grooming policy to routinely include and embrace new styles as they come and go. Revisions, if any, to the grooming policy will be made after careful review and consideration and in measured steps.

## **General Dress Policies**

As a Team Member you are a major part of the themed environment which enhances the Guest experience. We create a welcoming atmosphere through everything we do and your appearance is an important part of that look. Please be sure that:

- You wear the uniform and items issued to you. This includes name tags and any applicable safety related apparel;
- Your uniform or personal attire must be clean and pressed before you begin work. You will not be allowed to work in soiled, wrinkled clothing;
- Your uniforms and personal attire must fit appropriately. No oversized, tight fitting, clinging or revealing uniforms or personal attire will be allowed. Shirts designed to be tucked in are to be tucked in unless otherwise directed.
- A neat, fresh appearance is a must so please finish your personal grooming before stepping out on stage in front of our Guests;
- Proper undergarments must be worn at all times;
- Undergarments are not to be visible with the exception of plain t-shirt;
- The use of deodorant is required due to the close contact with guests and fellow employees. Perfumes and colognes should be limited;
- Shoes are to be those specified for the uniform.

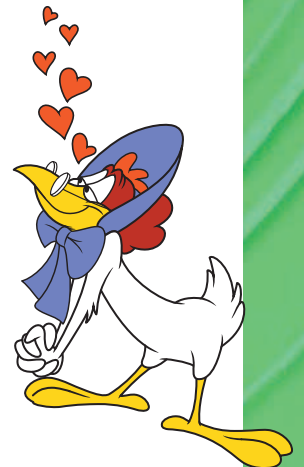
On non-operational days or when assigned duties dictate, employees may be given permission to wear non-uniform items. When this occurs, clothing worn must be conservative, well-kept and appropriate for a work setting. Shirts for male employees must have a collar; no t-shirts. Sleeveless shirts or bare midriffs are not permitted. Closed toed shoes are required.

You will be issued wardrobe instructions, which are to be followed with considerable care. It is your personal responsibility to see that the highest condition of neatness and cleanliness prevail at all times. Failing to do so will detract from the atmosphere that we all work to create.

Lost uniform items may only be replaced with authorized wardrobe items. Contact the Human Resources or Wardrobe Department for replacement uniforms.

## **Hats/Visors/Scarves**

May not be worn unless part of the approved uniform. Hats/scarves may be required when working in food or drink areas per State and County health codes. Hats and visors when worn must be worn so that the bill faces forward, reaches the middle of the forehead and is parallel to the ground.





# Grooming For All Team Members

**Nametags** Your supervisor will notify you when you are required to wear a nametag. When worn, the nametag is an important part of the uniform. It helps identify you as a park employee both to our guests and your fellow workers. Please keep track of your nametag and wear it with pride. The following guidelines apply to nametags:



- Your nametag must be worn straight, neatly and visibly on your uniform whenever you are working.
- Defacing a nametag in any manner is not permitted.
- Any nametag received in previous years may not be worn.
- Wearing your nametag on street clothes is not permitted, unless you are instructed to do so by your department manager.
- Do not wear your nametag while off duty.
- Do not place watches, rings, rubber bands, decals or other non-approved items on your nametag.
- If your nametag is broken, please have it replaced immediately.
- If your nametag is lost or stolen, you must report it and have it replaced immediately.

Six Flags utilizes nametags of different colors to aide in its important adherence to Child Labor laws. The following colors are used:

- Yellow – Team Members 15 years of age or younger
- Orange – Team Members 16 to 17 years of age
- White – Team Members 18 or older

Wearing a nametag not authorized for your age grouping may be cause for disciplinary action up to and including termination.

**Sunglasses** It is important for you to always maintain good eye contact with our guests. For this reason, only staff members working outside may wear sunglasses while on duty. Sunglasses must be conservative in style, not mirrored, and complement your dress or uniform. If you have a question regarding sunglasses, please contact your supervisor.

**Tattoos** Visible tattoos on or above the neck are not permitted. One small visible tattoo is permitted below the neck. Permissible tattoos would include a band (on a single wrist or ankle) less than 3/4" inch in width or a single tattoo (or cluster of tattoos) no larger than 2" by 2". All other tattoos must be effectively and consistently covered by cosmetics, sleeves or wraps. If covering tattoos, employees may wear a white, black or uniform color matching long sleeve t-shirt under their uniform shirt and/or long pants.

If worn, a long sleeve t-shirt<sup>1</sup> must be a single color without design or lettering that complements what is worn.

Tattoos may not be a distraction from the uniform. Tattoos that the Company may deem a violation of its anti-discrimination and harassment policies are not permitted. This may include, but are not limited to any tattoo that may be perceived as discriminatory based on race, color, religion, sex, national origin or ancestry, creed, age, sexual orientation or any other basis proscribed by applicable non-discrimination laws or Company policy.

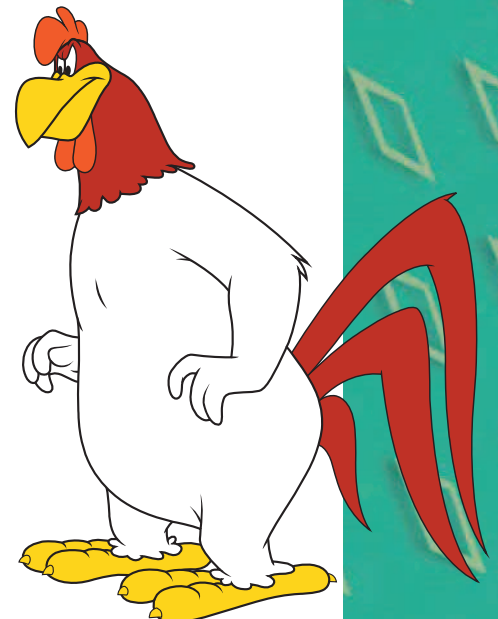
**Bracelets** Up to one bracelet per wrist may be worn if they are no wider than 1", are conservative or uniform matching color(s) and fit securely. Bracelets, if worn, may not have loose extensions, sharp points, studs, inappropriate wording or images. Some positions may not allow bracelets due to safety or health code reasons.

**Piercings** No visible piercings, other than earrings for female employees, are permitted. Ear cuffs and gauges are not permitted.

**ID Cards** Unless notified to the contrary, employee ID's must be visible whenever employees are on property.

**Applicable Health and Safety Codes** In any case where applicable Health and/or Safety codes and/or practices apply, these will override the Grooming Guidelines.

<sup>1</sup>If worn, a long sleeve t-shirt must be a single color without design or lettering that complements what is worn.





# Team Member Grooming

## SPECIFIC GROOMING ITEMS

### MALES

#### Hair

**Appearance:** Hair is to be clean and well groomed.

**Length:** Provided it is neatly groomed, hair for male employees may extend to the bottom of the ear lobe, extend to the bottom of a regular shirt collar and to above the top of the eyebrows.

**Sideburns:** Sideburns should follow the natural contour of the face and not extend below the bottom of the earlobe.

Extreme hairstyles are not permitted. This includes, but is not limited to, unnatural colors, tails, partially shaved heads, shaved patterns, dreadlocks, exaggerated and/or extreme variations in length from side to side, vision-impairing styles and those with extreme heights that may detract from our park experience. Toupees and hairpieces are permitted, provided they are natural looking, within grooming guidelines and do not pose a safety hazard. Any hairstyle that, in the opinion of the Company, detracts or takes away from park theming will not be permitted.

Hair may not be pinned or tucked to hide its length or other grooming standards violations. Hair may be braided provided it is in straight, even rows. Beads and ornaments of any kind are not permitted.

Beards, goatees and mustaches are permitted subject to the following:

- Must be well groomed without patches;
- Mustaches may not extend past the corners of the mouth or below the lines of the upper lip;
- Beards and goatees must be trimmed to conform to the chin and jaw line and may not exceed 1/4" in length<sup>2</sup>; and
- Only mustaches are permitted in Culinary and food preparation positions.

At all times exaggerated beard, goatee or mustache styles are not permitted. For the purposes of this policy a goatee is facial hair incorporating the hair on a man's chin and mustache with a connective line of facial hair from the mustache to the chin. A beard will also incorporate a mustache with a connective line of facial hair from the mustache to the beard.

#### Fingernails

Fingernails are to be kept clean and neatly trimmed and should not extend past the end of the finger.

#### Jewelry

**Necklaces:** If a necklace is worn, it is to be worn under the uniform shirt, be conservative and not distract from the uniform.

**Rings:** Rings are limited to two and must be small, with no more than one per hand, not wider than the finger's width and no dangling ornaments. Some positions may not be allowed to wear rings for safety purposes.

**Body Jewelry:** Earrings and visible body piercing are not permitted.

**Watches:** One conservative wristwatch may be worn. Watches may not dangle for safety purposes or detract from your uniform or dress.

### FEMALES

#### Hair

**Appearance:** Hair should be clean and neatly arranged.

**Length:** Long hair may be required to be pulled back behind the shoulders for health or safety reasons. Hair may not extend out or upward more than two inches from the scalp. Free hanging ponytails and braids are permitted provided they are pulled back from the face, are worn at the back of the head, and are secured with a small hair accessory that compliments your uniform.

Hairpieces and wigs are permitted, provided they are natural looking, within grooming guidelines and do not pose a safety hazard.

Beads, rollers and ornaments of any kind are not permitted.

Extreme hairstyles are not permitted. This includes, but is not limited to, unnatural colors, tails, partially shaved heads, shaved patterns, dreadlocks, exaggerated and/or extreme variations in length from side to side, vision-impairing styles and those with extreme heights that may detract from our park experience.

<sup>2</sup> For the purposes of this policy a goatee is facial hair incorporating the hair on a man's chin and mustache with a connective line of facial hair from the mustache to the chin. A beard will also incorporate a mustache with a connective line of facial hair from the mustache to the beard.

# Team Member Grooming



## Jewelry

**Necklaces:** Employees are limited to one conservative necklace.

**Rings:** Rings are limited to two and must be small, with no more than one per hand, (wedding sets are considered to be one ring), not wider than the finger's width and no dangling ornaments.

**Earrings:** Earrings are limited to two matching pairs no larger than the size of a quarter. Gold silver, pearl or diamond studs are permitted. All earrings must be worn at the bottom of the earlobe and hoops are NOT permitted.

**Body Jewelry:** Visible body piercing are not permitted.

**Watches:** One conservative wristwatch may be worn. Watches may not dangle for safety purposes or detract from your uniform or dress.

## Fingernails

Fingernails should be kept clean and neatly trimmed so they are no longer than one-quarter inch past the end of the finger. Nail polish, if worn may only be conservative, solid colors with no decals, charms, airbrushing, etc.<sup>3</sup> In some states due to health code requirements, food service employees are not allowed to wear nail polish or artificial nails, and fingernails may not extend past the end of the finger. If visible, the same applies to toenails.

## Additional Grooming Items for the Office Team

All attire must fit appropriately and be within acceptable business standards. Fabrics should be those traditionally acceptable for business and not be overly tight or clinging. T-shirts, blue jeans<sup>4</sup>, shorts, and other casual sportswear are not acceptable. Casual footwear, such as athletic shoes, is not considered acceptable business attire. Nor are work boots of any fashion.

**Males:** Personal attire such as a short or long-sleeve shirt, tie (if appropriate), and trousers fits the Six Flags look. Dress shoes and socks are required.

**Females:** Personal attire such as skirts, suits, dresses, blouses and slacks are part of the Six Flags look. No more than two necklaces may be worn at one time. They should blend easily with one another and with the outfit. Necklaces should be in good business taste and should not exceed 30 inches. If the chain has a pendant, the pendant should not exceed two inches in diameter.

A simple pin or brooch in good business taste is acceptable. Ankle bracelets are not acceptable. Hoop earrings no larger than the size of a quarter are acceptable.

## Grooming Guideline Exceptions

Six Flags is proud of the many different people that work for us. Our diversity enriches our work place and adds to our success. Given our diversity we understand that exceptions may need to be made to our grooming standards for medical, religious or other reasons. In these case, Six Flags will endeavor to reasonably accommodate these exceptions. The Human Resources department must be notified of any requested accommodation(s). Employees should be able to document the basis for their requests. Various department guidelines may exist for the purpose of Federal, state or local regulations and safety guidelines and these may affect the accommodations that the Company can reasonably make.

## Conduct While Working

Your total appearance, second only to your "Guest First" attitude will be our guests' most lasting impression of Six Flags. Remember to never eat, drink, chew gum or tobacco, or smoke while at any work location in front of our guests or areas guests may access (except where otherwise approved and authorized). Smoking and the use of nicotine/tobacco products is allowed only in designated employee smoking areas.

The showing of personal affection in view of our guests is not acceptable (i.e., hugging, holding hands etc.)

## Clarifications

This policy cannot anticipate all fashion trends and the following is used to enforce the Company's Image and Grooming standards. Any questions concerning the clarification a particular item should be referred to Human Resources. Human Resources has the ultimate approval and disapproval of all dress code, medical exceptions, problems, clarifications and concerns.

<sup>3</sup> If visible, the same applies to toenails.

<sup>4</sup> Jeans and/or other denim attire may be authorized at specific locations for specific periods of time.

