



Kingsmont Kids, Inc. dba Camp Kingsmont
Off Season Address: 1638 First Place McLean, VA 22101
Camp Address: 893 West St. Amherst MA 01002
Phone: 877-FIT-CAMP Fax: 703-288-0075

2010 Employment Contract

This contract of employment is made this ____day of _____, 2010 by and between _____ ('Staff Member') with a home address as set forth below and Kingsmont Kids, Inc. dba Camp Kingsmont, a Massachusetts non-profit non-stock corporation operating a summer camp at Hampshire College, 893 West Street, Amherst, MA 01002 ('Camp Kingsmont').

Camp Kingsmont hereby hires Staff Member to work as _____ throughout the entire 2010 camp season which shall commence on or about June 12, 2010 and continue until August 17, 2010. The 2010 camp season shall include set-up and orientation before the arrival of campers on June 20, 2010 and clean-up after the campers depart on August 14, 2010. Staff Member shall be paid the sum of _____ which will be paid in bi-weekly installments commencing Friday June 25, 2010.

The Staff Member acknowledges that employment at Camp Kingsmont is seasonal and is limited to the sixty-seven (67) days as set forth above. Staff Member agrees not to file for unemployment benefits naming Camp Kingsmont as a former employer.

The Staff Member is solely responsible for transportation to and from Camp Kingsmont. Camp Kingsmont shall bear no liability whatsoever for the Staff Member while in transit to or from the camp. Staff Member may leave a personal auto on campus provided the auto is parked in the designated parking area and the Staff Member follows all Hampshire College parking rules and regulations.

Unless Staff Member lives within 20 minutes of camp, the Staff Member shall be provided accommodations and all meals at Hampshire College for the entire term of employment while the Staff Member is on the camp grounds. All Staff Members must adhere to camper diet while eating with campers. The Staff Member agrees to supervise and live with the group of campers assigned to them and to perform any and all duties to which they are assigned. A detailed job description will be provided during orientation the week of June 14, 2010.

Staff member agrees to abide by all camp rules, regulations and policies adopted by Camp Kingsmont and to do so in a pleasant manner. The staff member agrees to adhere to all Massachusetts Department of Public Health rules and regulations and to immediately report any suspected deficiencies to the Camp Director. In addition, the Staff Member agrees to maintain a clean and healthy camp ground including all living areas for both staff and campers.

In the event the summer camp shall not occur for whatever reason, this 2010 Employment Contract shall be immediately terminated with no compensation owed the Staff Member.

Camp Kingsmont, in its sole discretion, may dismiss the Staff Member at any time for any reason or for no reason at all. In the event the Staff Member is dismissed they shall receive a pro rata portion of the compensation set forth above based on the number of days worked over the number of days in the entire camp season.

The Staff Member shall be entitled to one day off each week (except the final week) during which time they may leave camp. At all other times the Staff Member is expected to be on camp grounds. Unauthorized absences from camp are justification for immediate termination. Staff Members are free to conduct themselves as they see fit while away from camp but under no circumstances are they to return to camp under the influence of alcohol or drugs.

The Staff Member acknowledges that there are inherent risks while participating in activities while at Camp Kingsmont and agrees to accept those risks. The Staff Member agrees not to sue or otherwise prosecute Kingsmont Kids, Inc. and/or Hampshire College and further agrees to indemnify and hold harmless and defend Kingsmont Kids, Inc. and Hampshire College, their respective officers, directors, agents, servants, employees and insurers from any and all liabilities, claims, demands, actions or causes of action resulting from participation in any activity at Camp Kingsmont.

Camp Kingsmont does not provide health insurance for any employee. Camp Kingsmont does maintain workers compensation coverage pursuant to Massachusetts law and as such will be responsible for injuries suffered by the Staff Member while performing camp duties. Medical or dental expenses for non-work related injuries or for any previous condition are the sole responsibilities of the Staff Member. Camp Kingsmont will not be responsible for any injury the result of negligent behavior nor shall Camp Kingsmont be responsible for the loss, theft or damage to any personal belongings.

Camp Kingsmont shall have the right to search the Staff Member's personal property and retains the right to terminate employment for any behavior deemed unacceptable by the Camp Director. Unacceptable conduct shall include but not be limited to the use or possession of weapons, drugs or drug paraphernalia, stimulants, alcohol, damaging property, smoking and inappropriate intimate behavior. The specific items listed above shall in no way limit the general rule that employment is at will and may be terminated at any time for any reason whatsoever or for no reason at all.

Camp Kingsmont retains the right and is hereby granted permission to use any photos, videos, statements and testimonial letters by, about or of the Staff Member in any media or public relations effort conducted by Camp Kingsmont or any third party employed by Camp Kingsmont. The Staff Member agrees to allow use of any images or declarations and waives all right to compensation or ownership of the materials.

This contract contains the entire contractual agreement by and between Staff Member and Camp Kingsmont No representations or agreements, verbal or otherwise, exist between the parties hereto. Any representations or agreements in addition to or contrary to the terms and conditions of this agreement must be written and signed by both parties. In the event any portion of this agreement is unenforceable, the balance of the agreement shall not be affected.

The Staff Member represents that they are fully capable of discharging the duties for which they have been hired. In addition, the Staff Member warrants that all information set forth in their employment application is truthful and accurate. In the event any information is discovered in the application or hiring process which is inconsistent with the information in the application, this agreement shall be null and void.

Camp Kingsmont and the Staff Member each agree to be bound by the terms and conditions of this 2010 Employment Contract.

CAMP KINGSMONT

By: _____ Date: _____, 2010.
Meghan E. Roman
Camp Director

STAFF MEMBER: _____ (please print full name)

_____ Date: _____, 2010.
Signature

_____ Cell # _____
Street Address City State Zip

Age as of June 20, 2010: _____

