

CAMP BAUERCREST, INC.
Amesbury, Massachusetts

GENERAL EMPLOYEE AGREEMENT

This Agreement is entered into by and between _____ (“Counselor”) and Camp Bauercrest, Inc. (the “Camp”) this ____ day of _____, 2010. This Agreement, together with any documents or policies referenced herein, sets forth the terms under which Counselor will be an employee of the Camp for the 2010 Summer Season.

1. The 2010 Summer Season commences on Monday June 21, 2010 and concludes on Sunday, August 22, 2010. Subject to paragraphs 3 and 9 below, this Agreement shall terminate on August 22, 2010.
2. During the term of this Agreement, Counselor shall serve as an employee of the Camp and shall serve as a counselor during the 2010 Summer Season. Counselor shall abide by the rules and regulations of the Staff Organization of the Camp as promulgated by the Camp’s Management, Executive Director and Board of Directors. Counselor agrees to carry out such orders and perform such duties within his abilities and knowledge necessary for the operation and management of the Camp, as assigned to him by the Camp in its sole discretion. In addition to the everyday ordinary responsibilities as a counselor, Counselor agrees to assist in the operation of a specialty area or program. Counselor’s specialty will be determined and assigned by the Executive Director, Management and/or Staff, either before or upon commencement of the 2010 Summer Season.
3. Counselor agrees and understands that his employment by the Camp and his service as a Counselor may be terminated at any time without prior notice if Counselor commits any breach of discipline or conduct or violates any of the Camp’s rules and regulations. Counselor further understands and acknowledges that he may be discharged from his duties as an employee and counselor for conduct unbecoming a Camp Bauercrest Employee. The following are examples of conduct which would serve as a basis for termination and discharge as an employee and counselor: verbal or physical abuse of campers or employees, sexual abuse of, or inappropriate physical contact with, a camper or employee, use or abuse of drugs or alcohol, breach of contractual and assigned responsibilities, endangering the health or safety of a camper or employee, failure to report to his assigned area, unreported criminal record and/or felonious assault or commission of misdemeanor/felony. Counselor acknowledges and understands that the foregoing are examples only and are not intended to be a complete list of the categories of conduct that would serve as a basis of termination. Counselor further understands and acknowledges that conduct unbecoming a Camp Bauercrest Employee is not specifically defined and is subject to the determination of the Camp Management, Executive Director and other supervisory employees in their collective or individual discretion. Counselor authorizes and consents to the Camp conducting the necessary criminal and

sexual offender background checks (CORI and SORI) in connection with Counselor's application for employment.

4. Counselor shall be entitled to have 6 days off during the 2010 Summer Season (commencing at Taps the evening prior to the designated day and ending at 9 a.m. the morning following the designated day). The particular days off will be determined and by approved by the Camp in its sole discretion upon commencement of the 2010 Summer Season.
5. A precondition to Counselor's employment is completion of the Health Forms and delivery to the Executive Director on or before May 15, 2010.
6. In addition to Counselor's general duties as a counselor, Counselor further agree to serve as _____. Counselor agrees to perform his duties and responsibilities as _____ to the best of his abilities and in a manner consistent with Camp rules and regulations. The specific language set forth above in paragraphs 2 and 3 shall apply equally to Counselor's duties as _____. _____ [check if not applicable]
7. As compensation for the performance of his services for the entirety of the 2010 Summer Season, Counselor shall receive total wages of \$_____. In addition, the Camp shall provide all meals, lodging, laundry service and health care to the extent it may be administered at the campus infirmary. **Wages are payable at the end of the Camp season in a lump sum, subject to proper tax withholdings.**
8. Counselor understands and acknowledges that this is seasonal employment as defined by the Commonwealth of Massachusetts, and that unemployment laws and other laws applicable to non-seasonal employment may not be applicable. Further, Counselor understands and acknowledges that if he is terminated prior to the end of the 2010 Summer Season for violation of this Agreement, his salary will be prorated.
9. Counselor understands that the Camp's offer of employment is based on the anticipated Staff needs of the Camp at the time of the offer. The Camp's Staff needs may change between the date of execution of this Agreement and commencement of the 2008 Summer Season. The Camp reserves the right to terminate this Agreement, without penalty, prior to commencement of the 2010 Summer Season if the Staff needs change.
10. Counselor acknowledges that he has reviewed this Agreement and hereby agrees to the terms set forth herein.

Robert Brockman
Executive Director
Camp Bauercrest, Inc.

Counselor

Guardian of Counselor
Under Age 18

Social Security No. of Counselor

****CONTRACT OFFER IS VALID UNTIL MAY 15, 2010**

Please print: Name of Staff Member: _____
Mailing Address: _____
Town/City: _____
State: _____
Off-Season Tel. No.: Area Code: _____ Number: _____
E-Mail Address: _____