

J-1 WORK AND TRAVEL PROGRAM
JOB OFFER AGREEMENT FORM

Exchange Visitor ID number

HOST ENTITY INFORMATION

Host Entity Name: Kalahari Resort - Pocono Mountains
Site of Activity Address: 250 Kalahari Blvd, Pocono Manor, PA, 18349, United States

JOB INFORMATION

Job Title Lifeguard
Start date - Earliest 2025-05-22 Latest 2025-05-22
End date - Earliest 2025-08-30 Latest 2025-09-07
Guaranteed salary/wage per hour before deductions 13.00 \$ per hour
Estimated tips None
Average hours per week 32
Required Interviews Sponsor Interview, Host Interview

HOUSING INFORMATION

Housing Model Host company provided

EXCHANGE VISITOR SECTION

Exchange Visitor Printed Name	Date of birth
Program Start Date	Program End Date
Signature	Date

Sponsor or agency representative name

I confirm that I have read, understood, and agreed to the conditions outlined in this job offer. I agree to adhere to all Alliance Abroad and Department of State program rules regarding employment and program participation, including the Terms and Conditions which were part of my program application. If I change jobs without receiving prior permission from Alliance Abroad, or if I violate other Alliance Abroad rules or J-1 program regulations, Alliance Abroad may end my program early, and I will be required to return home. I understand that if my program ends due to regulation violations it may have a negative impact on future U.S. visa applications.

Section 1

HOST ENTITY INFORMATION

Entity name	Kalahari Resort - Pocono Mountains
Description	When you visit us, you'll find a beyond expectations, authentically-African experience, and when we say authentic, we mean it. But how does Kalahari create this experience? Take a look behind the scenes at how we bring this Authentically-African, World Away experience to life. Meet Todd Nelson and his family. Together they run Kalahari Resorts and Conventions (with the World's

	Coolest Indoor Waterparks).
Web site	https://www.kalahariresorts.com/pennsylvania/
Primary contact name	Erin Stalzer
Title	Assistant Director of Human Resources
Phone 1	570-580-6000
Email	estalzer@kalahariresorts.com

Section 2

DETAILED JOB INFORMATION

Site of Activity address	250 Kalahari Blvd, Pocono Manor, PA, 18349, United States
Job Title	Lifeguard
Special requirements	<p>Participant will attend lifeguard certification upon arrival and be placed in either of the lifeguard positions based on individual skill and company need.</p> <p>For recruitment, poolside swim test of 100 meters should be completed within a 5-minute time limit. Upon arrival at resort, certification for a 300 meter swim test will take place with no specified completion time. If participant has doubt about being able to complete the 300 meter swim test, they should NOT select position.</p> <p>Lifeguards must obtain Lifeguard Certification through Red Cross upon arrival. Failure to pass certification class in the USA will result in loss of job (see attached class information). Students who do not honor the contract end dates will have the \$36 certification reimbursement drafted from the final paycheck.</p> <p>Participant is required to live at the housing facilities provided in this offer. If participant is terminated or leaves placement, he must vacate housing within three days.</p> <p>Please note that housing is subject to change, but if it does, it will be comparable and priced the same as Carriage House.</p>
Position details and description	<p>1.) Lifeguard - Deep:</p> <p>Deep water lifeguards will be responsible for maintaining and monitoring the safety of guests in and around the deep water (any water area, 5 ft or deeper) areas of the waterpark. In addition, student will be required to:</p> <ul style="list-style-type: none"> -Attend University of Kalahari Lifeguard Training to learn Customer Care skills -Interact with guests in a friendly and welcoming manner; -Provide exceptional guest service in order to enhance the guest experience in the water park. -Provide general assistance to guests, including answering questions about the resort -Work with fellow team members to provide guests with a fun and safe experience. -Monitoring the well-being of guests and responding to emergency situations both in and out of a waterpark area. -Enforcing established rules, complying with regulations, and maintaining professional practices. -Maintaining a constant alertness to what our hundreds of Guests are doing, preventing accidents and drowning in waterpark areas. -Throughout their shift, Lifeguards are also expected to play an important role in keeping the resort clean and comfortable. -All of these important responsibilities must be fulfilled while working outside in the

	<p>elements – heat, humidity, rain, and wind. Long periods of standing are required.</p> <p>2.) Lifeguard - Shallow:</p> <p>Shallow water lifeguards will be responsible for maintaining and monitoring the safety of guests in and around the shallower water (any water area, 5 ft or under) areas of the waterpark. In addition, student will be required to:</p> <ul style="list-style-type: none"> -Attend University of Kalahari Lifeguard Training to learn Customer Care skills -Interact with guests in a friendly and welcoming manner; -Provide exceptional guest service in order to enhance the guest experience in the water park. -Provide general assistance to guests, including answering questions about the resort -Work with fellow team members to provide guests with a fun and safe experience. -Monitoring the well-being of guests and responding to emergency situations both in and out of a waterpark area. -Enforcing established rules, complying with regulations, and maintaining professional practices. -Maintaining a constant alertness to what our hundreds of Guests are doing, preventing accidents and drowning in waterpark areas. -Throughout their shift, Lifeguards are also expected to play an important role in keeping the resort clean and comfortable. -All of these important responsibilities must be fulfilled while working outside in the elements – heat, humidity, rain, and wind. Long periods of standing are required.
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>Varies, may include weekdays, weekends, nights, and holidays. 4-7 days per week, 6 - 8 hour shifts that fall between 8 a.m. - 10 p.m.</i>
Average hours per week	32
Guaranteed salary/wage per hour before deductions Employers must lawfully abide by their state and local minimum wage laws for tipped and non-tipped positions. As minimum wage increases annually, even if it is in the middle of a J-1 Summer Work Travel program, employers must follow their state minimum wage laws and increase pay for any employees who's wages do not meet the new state minimum. Participants should be compensated the higher of federal, state or local minimum wage. If an employee's tips combined with their hourly wage do not meet the minimum wage requirement, the employer must make up the difference.	\$13.00
Is Overtime available	Yes
Overtime wage (if applicable)	1.5 X Normal rate. Overtime is offered but not guaranteed.
Required skills	<p>Must be able to swim and pass lifeguard certification class (see attached class information).</p> <p>Will be required to stand in and out of water for long periods of time (up to 8 hours). Exposure to pool chemicals and sun is possible up to entire length of shift. Sunscreen is highly recommended when working outdoors.</p>
Required experience	None
English level	Excellent
Supervisor	Will Sams

Section 3

POSITION REQUIREMENTS

Grooming	
Grooming standards	See attached Conditions of Employment and grooming standards
Dress code	Uniforms will be purchased through the Resort and deducted from paycheck. Females may bring a solid-colored (one color only, no patterns) one-piece bathing suit to wear as a part of your lifeguard uniform or purchase from Kalahari. Males must purchase swim shorts from Kalahari for the uniform. Lifeguard uniform cost range from \$70-100 USD. Uniforms will be purchased through Kalahari and deducted from paycheck. Students are responsible for providing their own footwear (flip flops or other water sandal). These may be purchased in your home country or upon arrival to the U.S. at discount retailer such as Wal-Mart (www.walmart.com).
Uniform provided?	Yes
Cost to Exchange Visitor	\$70-100 USD
When is uniform fee due	payroll deducted
Screening	
Host Entity will require a drug test	No
Host Entity will provide the drug test	If participant is screened randomly or under suspicion of drug use, and drug test is required, host entity will supply drug test.
Description of drug screening policy	Participant may be screened randomly or under suspicion of drug use. If drug test is positive, participant will be terminated from employment with Kalahari.
Will Exchange Visitors incur a cost for screening	No
Cost to Exchange Visitors (if applicable)	N/A
When is screening fee due	N/A
Payment	
Payment schedule	bi_weekly
Allowances, bonuses, and/or incentives	Employee rate on park admission. Good performance is rewarded with tokens that are redeemable for various prizes.
Estimated tips	None
Description	- Shallow Water Lifeguard: \$13/hour - Deep Water Lifeguard: \$14/hour
Training / Orientation	
Host Entity provides training/orientation	Yes

Description	Please see attached document detailing the customer service and hospitality training all waterpark attendants will receive. Host Company Orientation is 2-4 hours and is paid. The lifeguard certification class is a 3 part class covering life saving techniques, written, verbal and swimming tests. Hours spent in three-day certification class are UNPAID. Class length is typically 8 hours
Will Exchange Visitors be paid during training/orientation	Yes
Length of training/orientation	1-3 days of unpaid lifeguard class, one day of paid orientation
Will Exchange Visitors incur a cost for training/orientation	Yes
Cost to participant	\$36
When is training fee due	Kalahari will deduct \$36 from last paycheck IF participant leaves early or will not honor contract

Section 4

HOUSING INFORMATION

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

Does Host Entity provide temporary housing?	No
Duration of temporary housing	N/A
Cost of temporary housing	N/A

Housing Lead 1

Housing model	Host company provided
Gender requirement	Any
Housing type	Dormitory
Housing name	Safari Hall - Kalahari - Summer 2025
Contact name	Giselle Aguilar Sanchez
Address	1 Manor Dr., Pocono Manor, PA, 18349
E-mail	gasanchez@kalahariresorts.com or pk_emp_housing@kalahariresorts.com
Phone	570-580-6000
Housing cost	110.0
How often is rent due?	Per week

Is weekly cost/rent payroll deducted?	Yes
Housing deposit	250.0
Is housing deposit payroll deducted?	No
Housing fees - additional comments	<p>MUST HAVE \$520 cash at check in to move in: \$250 Deposit and \$50 Admin Fee (\$250 refundable upon successful completion of program; \$50 non-refundable admin fee) as well as your first 2 weeks' prorated rent.</p> <p>Participants need to:</p> <ol style="list-style-type: none"> 1) Make housing arrangement as soon as VISA is granted; 2) Keep the Housing Manager up-to-date regarding any arrival date and any changes; 3) Coordinate an actual check-in time, so the Housing Manager can be on property upon late arrival; 4) Bring \$520 to the check in, to move-in <p>Each participant will receive the "Dorm in a Box" package upon check in that has all the necessities needed for the first week in the housing: toilet paper, Kleenex, plastic utensils, coffee mug, lock, hygiene products, trash bags, laundry token, detergent etc. The package cost is \$22 and it is payroll deducted.</p> <p>Participant must provide arrival date and time to housing manager in advance to secure housing. Failure to provide this information could result in the loss of placement. *</p> <p>Please note that weekly housing costs will start to be deducted on the first full paycheck instead of the very first check which normally only includes a partial pay period.</p> <p>IMPORTANT TO NOTE: HOUSING COSTS START ON THE DATE OF ARRIVAL. THE FEES INCURRED FROM THE START OF THE ARRIVAL WILL BE ADDED TO DEDUCTION TOTAL AND WILL BE SEEN ON THE FIRST FULL PAY CHECK. OPTIONAL: TO PAY FOR THESE DAYS IN ADVANCE (PLEASE SEE HOUSING MANAGER IF PREFER TO PAY IN CASH). **</p>
Is deposit refundable	Yes
Deposit refund policy	Yes
Can housing be co-ed	No
Is renters insurance required	No
Housing amenities	Basic Utilities
Distance between work site and housing	.01
Transportation details	Property is on the same premises as the resort
Description	<p>Reservations: Contact Giselle Aguilar Sanchez via email at gasanchez@kalahariresorts.com or pk_emp_housing@kalahariresorts.com as soon as VISA is granted.</p> <p>* keep the Housing Manager (Giselle Aguilar Sanchez) up-to-date on arrival and any updates regarding the start date with Kalahari;</p> <p>* check in with the Housing Manager between 8am - 5pm Monday - Friday;</p> <p>* any weekend and after hours check-ins would need to be done via the Security Department at Kalahari Resort.</p>
Number of beds per room	4
Exchange Visitors per room	4
Bathrooms per property	1

Bedding and towels	Yes
Cost of bedding and towels	22.0
Bedding and towel payment due	Payroll deducted
Kitchen facilities	Full kitchen located on main floor. All participants have ability to use this kitchen, and it is shared among everyone.
Additional items must bring	Personal items
Additional comments	<p>Furnishing include: table, chairs, sheets, towels Also included: Common area, Laundry room, Vending machines</p> <p>Each participant will have his/her own bed. There is no smoking or alcohol consumption within the dormitory. Males and females may not share bedrooms.</p>
Included in cost	<p>Utilities Internet Other</p>
Administration fee	50.0
Administration fee due	Upon arrival
Housing deposit due	Cash - upon arrival
Housing deposit refundable	Yes
Lease required	No
Fees additional comments	<p>MUST HAVE \$520 cash at check in to move in: \$250 Deposit and \$50 Admin Fee (\$250 refundable upon successful completion of program; \$50 non-refundable admin fee) as well as your first 2 weeks' prorated rent.</p> <p>Participants need to:</p> <ol style="list-style-type: none"> 1) Make housing arrangement as soon as VISA is granted; 2) Keep the Housing Manager up-to-date regarding any arrival date and any changes; 3) Coordinate an actual check-in time, so the Housing Manager can be on property upon late arrival; 4) Bring \$520 to the check in, to move-in <p>Each participant will receive the "Dorm in a Box" package upon check in that has all the necessities needed for the first week in the housing: toilet paper, Kleenex, plastic utensils, coffee mug, lock, hygiene products, trash bags, laundry token, detergent etc. The package cost is \$22 and it is payroll deducted.</p> <p>Participant must provide arrival date and time to housing manager in advance to secure housing. Failure to provide this information could result in the loss of placement. *</p> <p>Please note that weekly housing costs will start to be deducted on the first full paycheck instead of the very first check which normally only includes a partial pay period.</p> <p>IMPORTANT TO NOTE: HOUSING COSTS START ON THE DATE OF ARRIVAL. THE FEES INCURRED FROM THE START OF THE ARRIVAL WILL BE ADDED TO DEDUCTION TOTAL AND WILL BE SEEN ON THE FIRST FULL PAY CHECK. OPTIONAL: TO PAY FOR THESE DAYS IN ADVANCE (PLEASE SEE HOUSING MANAGER IF PREFER TO PAY IN CASH). **</p>

Section 5

ARRIVAL INSTRUCTIONS

Alliance Abroad provides Orientation to all Exchange Visitors either in the Exchange Visitors home country or in the United States. If Exchange Visitors attend Orientation in their home country, they will travel directly to the Host Entity upon arrival. If Exchange Visitors attend Orientation in the U.S., they will travel to the Host Entity after Orientation is completed.

Closest port of entry airport	JFK - John F Kennedy Intl (New York, NY)
Nearest airport to site of activity	AVP - Wilkes-Barre/Scranton Intl (Wilkes-Barre/Scranton, PA)
Airport/bus/train pickup provided	No
General arrival instructions	<p>Please upload your Visa & flight information to your AAG portal, before arrival into the US.</p> <p>Arrival address: Kalahari Resorts - Pocono Mountains 250 Kalahari Blvd. Pocono Manor, PA 18349</p> <p>Check in time: Monday-Friday, 9am-5pm beginning TWO DAYS PRIOR TO START DATE. Please note that you may not check in to housing before two days prior to start date.</p> <p>You must arrange transportation from airport to housing. Use Google Maps for the best information.</p> <p>Two airports you may fly into: 1) AVP - Scranton International Airport. -Best option is a taxi or Uber. The cost will be \$60-100. Taxi options: a. Burgit's City Taxi, 570-207-2200 b. Call a Car Taxi, 570-565-9184</p> <p>Hotel near Scranton International Airport: Holiday Inn Express 400 PA-315, Pittston, PA 18640, (570) 655-1234 \$65 per night</p> <p>2) JFK International Airport</p> <p>There are several ways to get from JFK Airport to Kalahari Resorts.</p> <p>Recommended directions: a. Take train from Terminal 4 to Jamaica. b. Take train from Jamaica to Penn Station -Long Island Railroad, \$4-\$6, 19-minute drive c. Walk to Martz bus stop, (11-minute walk) d. Take Martz Bus from New York to Kalahari Resort -Martz Trailways, \$32-\$51, 2 hours, 7 min - https://martzbus.com/pennsylvania/ **about 5 hours and 23 minutes travel time</p> <p>Alternative: Taxi, Uber, or Lyft Taxi option: Mountain Taxi, 570-839-2222</p> <p>Hotel option near JFK: -Days Inn by Wyndham Jamaica, 144-26 153rd Court, Jamaica, NY, 11434, 718-527-9025 Cost \$170</p> <p>PLEASE REPORT TO HUMAN RESOURCES AT KALAHARI RESORT FOR YOUR KEY AND ROOM ASSIGNMENT. KALAHARI WILL INFORM YOU OF ORIENTATION DATE.</p>

	<p>HR Contact: Diana Stanukenas, Human Resources Manager – (570) 580-6053</p> <p>Other taxis: Taxi in Pocono Mountain, PA Mount Pocono Airport Taxi 272-200-3600</p> <p>Hotel options in Mount Pocono: • The Carriage House 390 Manor Dr, Pocono Manor, PA 18349, Phone: (570) 839-6761 \$75 All prices subject to change</p>
Should Exchange Visitors contact Host Entity before arrival	No
Upon arrival, Exchange Visitors should report	Host Company - Diana Stanukenas
Phone number	(570) 580-6000
Preferred arrival days	1- 2 days prior to program start date on DS Form
Preferred arrival times	9am - 5pm

Section 6

ADDITIONAL INFORMATION

Social Security Information	
Address of the nearest social security office	9090 Franklin Hill Rd East Stroudsburg, PA 18301
Distance of SSO from SOA	24 miles
Will Host Entity provide transportation to the nearest Social Security office	No
Will Host Entity help Exchange Visitors make copies of the necessary documents	Yes
Other Social Security assistance provided	HC will assist in arranging transportation.

Section 7

POTENTIAL CULTURAL ACTIVITIES

Cultural activities will be provided.

Outline of the Red Cross Certification Class

1. Swim test-

*Deep guards must swim 300 meters and tread water without using their hands for 2 minutes and swim to the bottom of a 9 ft pool and bring a 10 lb brick to the surface

*Shallow guards must swim 100 meters and swim underwater for 10ft and retrieve the 10lb brick from a 3 ft deep wave pool.

2. Water skills-

After completing the swim test the candidates will be expected to learn different water skills. Water skills include; saving victims, performing spinal immobilization in the water, entering the water safely, swimming and extrication. Time in the water is split between two days, and consist of 3 hours a day. Being in the water does require a lot of physical activity.

3. CPR-

Candidates will be taught life saving skills by the instructor but must put in the time and effort to memorize these skills. A large portion of the classroom time is spent learning different CPR scenarios. Because we are a facility that has all different ages of guest, lifeguards are expected to know steps and ratios for adult, child and infant scenarios. The candidate will be tested on this and must be able to verbalize every action that is being done.

4. Text book-

There is a text book that is provided for each student. We spend some time in class going over the most important things, but it is expected that the students will read on their own. Many of the test questions come straight out of the book.

5. Equipment-

The candidates must be familiar with all the equipment necessary to help a guest in need. The first day we spend time talking about oxygen, bag valve mask, suction devices, non- rebreathers and the AED. After going through each of these and understanding why it is important to a guest in need, the lifeguards must show their understanding of the equipment by using it in scenarios.

6. Test out-

At the end of the last day of class the candidates will have to take a test to show that they have learned what it takes to be a lifeguard. This is a 50 question, multiple choice test. The student can get up to 10 wrong, anything past 10 and they will be asked to study and then take a different test. If the candidate passes then they will fill out their certification and be done with the class.

7. In-service

Even after the class is over there is always room for learning. After being certified each lifeguard is expected to attend one hour of in-service training per week. Each week there are four different classes held so that the employee can choose which one works best for their schedule. The times for in-service are: Thursdays from 7:30am-8:30am or 9:15pm-10:15pm, Sundays from 7:30am-8:30am or 9:15pm-10:15pm. Failure to attend in-service will result in loss of hours on the schedule.

LIFEGUARDING FACT SHEET

Purpose

The purpose of the American Red Cross Lifeguarding course is to provide entry-level lifeguard participants with the knowledge and skills to prevent, recognize and respond to aquatic emergencies and to provide care for breathing and cardiac emergencies, injuries and sudden illnesses until emergency medical services (EMS) personnel take over.

Prerequisites

1. Must be 15 years old on or before the final scheduled session of this course.
2. Swim 300 yards continuously demonstrating breath control and rhythmic breathing. Candidates may swim using the front crawl, breaststroke or a combination of both but swimming on the back or side is not allowed. Swim goggles may be used.
3. Tread water for 2 minutes using only the legs. Candidates should place their hands under the armpits.
4. Complete a timed event within 1 minute, 40 seconds.
 - Starting in the water, swim 20 yards. The face may be in or out of the water. Swim goggles are not allowed.
 - Surface dive, feet-first or head-first, to a depth of 7 to 10 feet to retrieve a 10-pound object.
 - Return to the surface and swim 20 yards on the back to return to the starting point with both hands holding the object and keeping the face at or near the surface so they are able to get a breath. Candidates should not swim the distance under water. Exit the water without using a ladder or steps.

Learning Objectives

- Describe the characteristics and responsibilities of a professional lifeguard.
- Define certain legal considerations and apply them to situations that might be encountered in lifeguarding.
- Describe ongoing training for lifeguards.
- Describe what it means to work as part of a lifeguard and safety team.
- Describe the role lifeguards play in ensuring facility safety.
- Identify how to ensure the safety of patrons when weather conditions create safety concerns.
- Explain the reasons for common rules and regulations at aquatic facilities.
- Demonstrate how to safely and effectively enter the water and approach a victim.
- Describe the role that facility management plays in facility safety.
- Describe the drowning process.
- Identify the behaviors of a swimmer, distressed swimmer, and an active and a passive victim.
- Identify and define elements of effective surveillance.
- Explain proper scanning techniques and identify tactics to overcome scanning challenges.
- Identify various types of zones of surveillance.
- Explain how communication with patrons plays a role in preventing injuries.
- Explain patron surveillance techniques for various activities.
- Explain patron surveillance techniques for facilities with special attractions.
- Explain and demonstrate lifeguard rotations.
- Demonstrate how to perform effective surveillance including scanning, victim recognition and lifeguard rotations.
- Explain patron surveillance techniques for organized groups.
- Explain the purpose and general procedures of an emergency action plan (EAP).
- Demonstrate how to safely and effectively assist a distressed swimmer, rescue an active and passive victim and rescue multiple victims.
- Demonstrate the ability to implement an EAP and perform a rescue.
- Demonstrate how to safely and effectively rescue a submerged victim in shallow or deep water.
- Demonstrate how to safely and effectively perform feet-first and head-first surface dives.
- Demonstrate how to safely and effectively perform a two-person removal of a victim from the water using a backboard.
- Describe what standard precautions to take to prevent disease transmission when providing care.
- Demonstrate proper removal of disposable gloves.
- Describe the general procedures for injury or sudden illness on land.
- Identify items of concern when conducting a scene size-up.
- Demonstrate how to perform a primary assessment and place a victim in the H.A.IN.E.S. recovery position.
- Identify victim conditions that indicate the need to summon emergency medical services (EMS) personnel.
- Understand how to safely and effectively move a victim on land.
- Demonstrate how to use a resuscitation mask.
- Recognize and care for a breathing emergency.

- Demonstrate how to safely and effectively give ventilations.
- Demonstrate how to safely and effectively use a bag-valve-mask (BVM) resuscitator with two rescuers.
- Demonstrate how to safely and effectively care for an obstructed airway for a conscious and an unconscious victim.
- Demonstrate the ability to work as a team to implement an EAP, perform a rescue and perform emergency care.
- Identify the four links in the Cardiac Chain of Survival and identify the importance of each.
- Recognize the signs of a heart attack.
- Identify the steps for caring for a victim of a heart attack.
- Identify signs and symptoms of cardiac arrest.
- Demonstrate how to safely and effectively perform one-rescuer CPR and two-rescuer CPR.
- Demonstrate how to use an automated external defibrillator (AED).
- Identify precautions for using an AED.
- Demonstrate how to perform a secondary assessment.
- Identify how to recognize and care for a victim of sudden illness, injuries and shock.
- Demonstrate how to control external bleeding.
- Identify how to recognize and care for a victim of poisoning, heat-related illnesses and cold-related emergencies.
- Demonstrate how to immobilize muscle, bone and joint injuries.
- Demonstrate the ability to work as a team to implement an EAP, perform a secondary assessment and provide first aid care.
- Identify possible causes of head, neck or spinal injuries on land.
- Identify signs and symptoms of head, neck or spinal injuries.
- Demonstrate how to care for victims with head, neck or spinal injuries on land.

- Demonstrate how to perform front and rear head-hold escapes.
- Demonstrate how to give in-water ventilations.
- Demonstrate how to perform a quick removal of a victim from the water.
- Demonstrate how to care for victims with head, neck and spinal injuries in shallow and deep water.
- Demonstrate how to rescue an active victim in deep water.
- Demonstrate how to rescue a submerged passive victim in deep water and provide care.

Length

Approximately 25 hours, 20 minutes

Instructor

Currently certified Lifeguarding instructors or instructor trainers

Certification Requirements

- Attend and participate in all class sessions.
- Demonstrate competency in all required skills and activities.
- Demonstrate competency in all required final rescue skill scenarios.
- Pass both the Section 1—CPR/AED for the Professional Rescuer and First Aid and Section 2—Lifeguarding Skills final written exams with minimum grades of 80 percent.

Certificate Issued and Validity Period

American Red Cross certificate for Lifeguarding/First Aid/CPR/AED: 2 years

Participant Products/Materials (available in e-book and print formats)

American Red Cross Lifeguarding Manual



Welcome to Kalahari

Welcome to Kalahari class helps through interactive group activities, videos and discussion, seven sections combine to show the benefits of belonging to something special. It exposes associates to what is Kalahari Culture, how did we come that far as company and what are our future goals. It shows how company can benefit through individual growth.

The course dives into the culture of our hotel and how we have dived into other culture to form the basis of what makes us unique. Also featured are sections on our use of social media, community and global involvement.

Lead Lifeguard Class One:

Self Awareness - knowing how you are perceived, and the image you project, understanding leading by example.

Delegation - learning what jobs can be entrusted to others, and which projects you yourself should be putting your time into.

Teamwork - we are big on educating our Associates, the more of a support system we create, the better our team can perform.

Decision Making - lightly goes over the process we use to make decisions.

Communication - how vital it is to make sure you have clear communication, and that we make sure to clearly communicate what we need as well

Follow Through - making sure that the job is complete, and to the standards of our department, and resort.

Attaining Feedback - this process is vital for improvements, and to see how we can better serve our guests.

Lead Lifeguard Class Two:

Decision Making - goes over in depth what your decisions can effect, and that we must always strive for a decision that best suits the Company, Associate, and Guest.

Visual Audit - here we describe a way to visually check our guards to make sure they are in fact scanning their water properly, it goes into posture, head movement, placement of guards, blind spots and a personal equipment check to make sure our guards are always rescue ready.

Supervisor Class One:

Effective Communication - this presentation goes over how often simple communication can be misinterpreted, the different barriers we have to overcome, sound, language, communicating over a distance, and that how we say things can matter greatly with how people perceive what we say.

Time and Stress Management - in this class we introduce time management, and stress management. In our line of work, things can get real stressful real fast, so the premiss of this class is to make the associate aware of time wasters, and how we can manage the stress from the job, and other areas of our lives, plus the effects of stress over time, or immediate stressors that call for action, and immediate attention.

Supervisor Class Two:

Leadership 1 - this class goes over personal management styles, it is to help give them a better understanding of where their strengths lie, and where they may need help improving.

Leadership 2 - this class goes over leadership styles, helping you to better understand yourself as well as your management style, and how to incorporate it to be able to work well with others of the same or different leadership styles.

Supervisor Class Three:

Proper Coaching Techniques - this is a guide on how to coach associates when their job performance is not to our standards. This goes over speaking with them, how to address the situation, and to also let the associate know the good things that we see them do so they know we are not just concentrating on the negative.

How To Instruct Inservice - this class gives the associate ideas on how to teach, different exercises we are able to do, and what we as management expect from them when it comes to inservice and our training.



Condition of Employment

-Pre-Employment Agreement-

Dear Fellow Potential Associates:

Thank you for your interest in Kalahari Resorts – and the opportunity to grow with our family. As the hospitality employer of choice, we are committed to providing products and services beyond expectations and to be the area’s premier guest experience. It is important that we adhere to strict grooming appearance standards so we can reflect the highest quality of products and services to our guests.

If hired, these conditions start on the day you report to Orientation. If for any reason you do not comply with the Grooming Standards listed below, you will not be able to attend Orientation and start your employment.

Clothing:

All personal clothing and assigned uniform garments are expected to be neat, clean, pressed, and in good condition. Frayed, faded, torn, threadbare, or patched garments are not acceptable.

Kalahari Resort has a “Resort Business Casual Attire” appearance standard during work hours. **Inappropriate attire examples are, but not limited to, the following:**

- Casual or athletic shorts or cut-offs
- Sundresses, midriff, dresses or mini-skirts that are shorter than 2 inches above the knee when sitting down
- See-through fabrics, midriff tops, or clothing that is excessively revealing, low cut, or worn in a manner that is unsuitable for a professional work environment or where it distracts from the orderly conduct of business
- Tube, tank or halter tops
- Sandals, flip flops, tennis, running or athletic shoes (unless approved by department manager), mountain or biker boots
- Associates working in non-public and non-uniformed areas may wear open-toed dress shoes unless specifically prohibited under safety, hygiene, or management restriction.
- Spandex clothing, stretch pants, stirrup pants, sweat pants/sweatshirts, jeans
- Clothing that displays graphics, logos, or lettering, other than Kalahari Resort approved, is not acceptable attire.

Conditions of Employment Continued:

Hair:

- Hair must be worn in a manner that does not block side vision, cover the name badge, or present a safety problem. Hair color and accessories must be appropriate and not extreme.
- Male hairstyles cannot exceed below the top edge of the shirt collar and cannot be longer than two (2) inches over the ear. Ponytails are not permitted and sideburns must compliment hairstyle and cannot exceed past the bottom of the ear opening.
- Mustaches are permitted HOWEVER, they must be in good taste, well trimmed, groomed and maintained. Styles will be subtle and not extreme. Management reserves the right to restrict the wearing of mustaches in certain areas.
- Male associates must be clean-shaven at all times. Beards and goatees are **not** permitted.

Tattoos:

- Visible tattoos are **not** permitted in most Front-of-the-House areas. Tattoos may be permitted, at management discretion, in other areas.

Jewelry:

- Jewelry shall be worn in good taste and appropriate for Resort standards. Only pins (except decorative), buttons, badges, etc. authorized and issued by Kalahari Resorts may be worn.
- Male associates are **not** permitted to wear earrings. Female associates may wear no more than two earrings in one ear (ear lobe area only); earrings must be appropriate and in good taste and must not hang more than two (2) inches from the attachment or be larger than a nickel.
- Rings are acceptable, provided they are of appropriate hand scale and no larger than a traditional class ring. Associates may wear no more than two (2) rings on both hands. Wedding sets are considered one (1) ring.
- Visible body piercing (nose, eye, tongue, etc.) is **not** permitted and jewelry must be removed while on property.

Fingernails:

- Fingernails must be clean and manicured. If nail polish is worn it must be in good taste and subtle, not extreme. Management reserves the right to restrict the wearing of nail polish and nail length in certain areas due to sanitation/health requirements.

Glasses:

- Associates may wear regular eyeglasses which may be of a "transitions" type. Tinted glasses that prevent direct eye contact are not permitted (unless specifically prescribed by a licensed ophthalmologist for medical reasons).

Conditions of Employment Continued:

Personal Hygiene:

- Associates reporting to work must present a neat and clean appearance, which should include the absence of offensive body odors and proper attention to oral hygiene.
- Associates should avoid the use of heavy fragrances. The use of perfumes, colognes, and aftershave lotions, which are light and subtle are permitted.

Additional Conditions of Employment:

- Report to work on time in compliance with all policies when scheduled.
- Provide hospitable and exceptional guest services in every task performed.
- Uniforms are purchased by associates during orientation or just before their first work shift in the department. They are able to be payroll deducted and are considered property of the associate.

Kalahari Resorts is committed to providing the area's premier guest experience. As such, we take our grooming standards very seriously.

If hired, you are expected to attend New Hire Orientation with the proper grooming standards listed above.

If you have any questions concerning the above information please call the Human Resources Department at Wisconsin Dells 608-254-5466 ext. 43273 or Sandusky 419-433-7200 ext. 34030



SAFARI HALL

250 Kalahari Blvd.,
Pocono Manor, PA. 18349



DORM ROOM

- 4 Roommates per room
- Shared Bathroom, Refrigerator, Microwave, & Work Desk
- Personal Wardrobe



COMMUNITY AREAS

- On Site Laundry
- Community Kitchen
- Public Computers
- Vending
- Community Room
- Free Parking Lot



COSTS

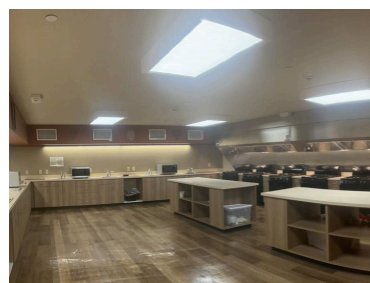
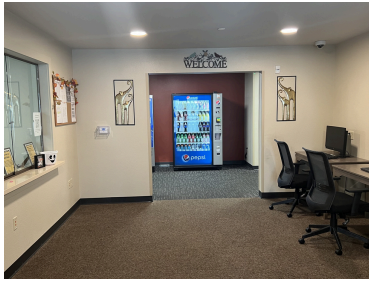
- Due At Check In
 - \$250 Deposit
 - \$50 Admin Fee
- \$15/ night that will be deducted bi-weekly from paychecks

I'M IN! WHATS NEXT?

- Sponsor will secure a spot automatically
- Email will be sent from Kalahari Employee Housing directing you to complete your housing portal

ABOUT US

We offer housing exclusively to Kalahari Resorts associates. While we work hard and play hard at Kalahari, at Employee Housing, you can have a place to call home, while away from home. You can meet new people and build friendships that can last a lifetime.



1-570-580-6000 EXT 21083



PK_EMP_HOUSING@KALAHARIRESORTS.COM