

J-1 WORK AND TRAVEL PROGRAM
JOB OFFER AGREEMENT FORM

Exchange Visitor ID number

HOST ENTITY INFORMATION

Host Entity Name: AquaSafe Pool Management - New Jersey
Site of Activity Address: 7466 New Ridge Rd, Suite 18, Hanover, MD, 21076, United States

JOB INFORMATION

Job Title Lifeguard
Start date - Earliest 2025-05-24 **Latest** 2025-06-30
End date - Earliest 2025-08-30 **Latest** 2025-09-01
Guaranteed salary/wage per hour before deductions 15.49 \$ per hour
Estimated tips N/A
Average hours per week 48
Required Interviews Sponsor Interview, Application Video

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 Geovisions 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 Geovisions, or if I violate other Geovisions rules or J-1 program regulations, Geovisions 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	AquaSafe Pool Management - New Jersey
Web site	https://aquasafepool.com/
Primary contact name	Morgan Kenny
Title	HR Manager

Department	Human Resources
Phone 1	301-850-0143, ext. 4
Fax	410-691-4949
Email	morgan@aquasafepool.com

Section 2

DETAILED JOB INFORMATION

Site of Activity address	7466 New Ridge Rd, Suite 18, Hanover, MD, 21076, United States
Job Title	Lifeguard
Special requirements	<p>Students must: attend and pass the Nationally recognized Lifeguard certification and CPR/AED Training which includes:</p> <ul style="list-style-type: none"> - Swim 100 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. - Tread water for 1 minutes using only the legs. Candidates should place their hands under the armpits. - Surface dive, feet-first, to a depth of at least 8 feet (2.4 m) to retrieve a 10-pound object, and exit the pool unassisted without using a ladder or steps. Swim goggles are not allowed. <p>Students may be required to obtain a pool operator's license upon their arrival to the USA.</p> <ul style="list-style-type: none"> - Housing is tied to this placement. Should participant be dismissed from placement housing will be terminated immediately.
Position details and description	<p>Lifeguard:</p> <p>Specific duties may include but are not limited to any combination of the following:</p> <ul style="list-style-type: none"> - Ensuring guest safety and provide exceptional guest service. - Standing/sitting in and out of water for long periods of time. - Recognize and respond effectively in emergencies. - Enforce all aquatic facility policies, rules, and regulations. - Inspect facility as required and report any unsafe conditions or equipment. - Maintaining skills at a rescue-ready level at all times. - Remain alert and attentive at all times. - Participate in regular in-service training sessions. - Maintain professional lifeguarding practices at all times. - Keep the facilities and property clean and comfortable for guests. - Female employees are expected to work even during menstruation with the use of tampons. - Complete additional duties as assigned by supervisor.
Department	Safety
Work schedule Shifts may vary; Hours may be reduced depending on business needs, weather, economic situations, your performance, sick time and other circumstances.	<ul style="list-style-type: none"> - A Lifeguard typically works 5 - 6 days per week, including weekends. - The start and end times vary by location but shifts typically start between 9am - 12pm and end between 6pm and 9pm.
Average hours per week	48

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.	\$15.49
Is Overtime available	Yes
Overtime wage (if applicable)	Overtime may be available, but not guaranteed.
Required skills	<ul style="list-style-type: none"> - Advanced swimming skills required to be able to pass the Nationally recognized Lifeguard certification requirements. - Alert and strong attention to detail - Effective and efficient decision making - Ability to stand for long periods of time, both in and out of water - Requires bending, lifting, pushing, climbing, standing for long periods of time. - Ability to work in outside elements of heat, humidity, rain and wind. - Outgoing, friendly personalities are best suited for this position.
Required experience	N/A
English level	Excellent
Supervisor	Anton Antonov

Section 3

POSITION REQUIREMENTS

Grooming	
Grooming standards	<ul style="list-style-type: none"> - Must observe good habits of grooming and personal hygiene. Daily baths, shaving, use of deodorant, and daily mouth hygiene are essential to presenting a professional image. - Hair and nails must be kept neat and clean with hairstyles that do not obstruct eye contact. - Facial hair must be neatly trimmed, tattoos should be covered and any piercings, other than posts in the ears, must be taken out while at work.
Dress code	<ul style="list-style-type: none"> - Proper Lifeguard uniform must be worn at all times while on duty. - Uniform includes a company t-shirt, whistle, lanyard, fanny pack and red guard shorts (+ red 1 or 2 piece swim suit for females)
Uniform provided?	Yes
Cost to Exchange Visitor	\$85.00
When is uniform fee due	Upon arrival
Screening	
Host Entity will require a drug test	No

Host Entity will provide the drug test	Yes
Description of drug screening policy	The company may conduct for-cause and/or post-accident testing.
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	<ul style="list-style-type: none"> - \$400 end of season bonus for employees who work the entire season (May 24, 2025 - September 1, 2025) any work after 1 September is limited and not guaranteed. - Approved late arrivals are eligible for \$250. - Certain conditions apply. - Complete description provided in Employment Agreement. <ul style="list-style-type: none"> • To qualify for the end of season bonus: <ul style="list-style-type: none"> - Employee must work until the end date of their DS-2019 form. - Housing must be clean and in the same condition when employee moved in. - Employee must be in good standing. - Must provide Host Company with Social Security information.
Estimated tips	N/A
Description	Check or Direct Deposit available, paid by AquaSafe using ADP payroll company.
Training / Orientation	
Host Entity provides training/orientation	Yes
Description	Lifeguard training consists of approximately 1 day of online learning to be completed at own pace and 2-3 days of in-person skills training (water rescue, CPR, First Aid and use of AED), conducted in EV's home country prior to arrival. The training will be completed with an orientation conducted by a company representative.
Will Exchange Visitors be paid during training/orientation	No
Length of training/orientation	Four (4) days; including online and in-person learning
Will Exchange Visitors incur a cost for training/orientation	Yes
Cost to participant	Discounted for GeoVisions participants. Confirm details with your agency
When is training fee due	N/A

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
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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	Apartment
Housing name	AquaSafe - New Jersey
Contact name	Charnise Slaughter
Address	TBD, TBD, NJ, 08052
E-mail	cslaughter@aquasafepool.com
Phone	301-850-0143
Web Address	TBD
Housing cost	190.0
How often is rent due?	Per week
Is weekly cost/rent payroll deducted?	Yes
Housing deposit	195.0
Is housing deposit payroll deducted?	Yes
Housing fees - additional comments	Housing cost includes utilities, basic furniture and kitchen/cooking utensils
Is deposit refundable	Yes
Deposit refund policy	Yes
Can housing be co-ed	Yes
Is renters insurance required	No
Housing amenities	Basic furniture (air bed, lamps, kitchen table, chairs), on-site laundry facilities, basic kitchen appliances, cooking utensils, flatware, dinnerware, heating/air conditioning, WiFi
Distance between work site and housing	6 miles
Transportation details	https://www.njtransit.com/
Description	Housing is arranged within walking or biking distance to the pool facilities.

When available for the WiFi being provided in the apartment. There are certain areas that have presented a challenge in finding pre-paid short-term WiFi coverage, so there may be a very small number of apartments where we will not be able to provide it. This is mentioned in the Housing Agreement.

****Housing is subject to change but will still be employer arranged housing. Details will be communicated as soon as developments are finalized. ****

Housing cost per State:

- Delaware: from \$160 per week (including utilities)
- Maryland: from \$170 per week (including utilities)
- New Jersey: from \$190 per week (including utilities)
- Pennsylvania: from \$150 per week (including utilities)
- Virginia: from \$170 per week (including utilities)

Possible housing address:

- 47C Laurel Dr., Maple Shade, NJ 08052
- 25 Red Tail Hawk Ct (apt 1425), Annandale, NJ 08801
- 702 Pheasant Hollow Drive, Plainsboro, NJ 08536

Number of beds per room	2 - 3
Number of bedrooms	2 - 3
Exchange Visitors per property	4 - 6
Exchange Visitors per room	2 - 3
Bathrooms per property	1 - 2
Bedding and towels	No
Bedding and towel payment due	N/A
Kitchen facilities	Provided in all housing with basic kitchen appliances (refrigerator, oven, dishwasher)
Additional items must bring	- Personal items - Bedding and Towels (can be purchased in the US or you can bring these along)
Additional comments	Complete Housing Agreement will be provided with additional details.
Included in cost	- Housing cost includes utilities, WiFi, basic furniture and kitchen/cooking utensils. - Basic furniture (air bed, lamps, kitchen table, chairs), on-site laundry facilities, basic kitchen appliances, cooking utensils, flatware, dinnerware, heating/air conditioning
Additional items included in cost	- Complete Housing Agreement will be provided with additional details - Housing is arranged within walking or biking distance to the pool facilities
Administration fee	95.0
Administration fee due	Included in housing deposit
Housing deposit due	- Deducted from paycheck in June-July. - Please review Housing Agreement for complete details
Housing deposit refundable	Yes
Further information on housing refund policy	- Please review Housing Agreement for complete details

Lease required	No
Further information on length of lease	N/A
Fees additional comments	Housing cost includes utilities, basic furniture and kitchen/cooking utensils

Section 5

ARRIVAL INSTRUCTIONS

Geovisions 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.

Best Arrival Airport	Philadelphia International Airport (PHL)
Airport/bus/train pickup provided	Yes
General arrival instructions	<p>Arrival statement must be submitted providing exact date and time of arrival as well as the booking reference number no later than April 15, 2025. If arrival information is not submitted, airport pickup will not be provided. The earliest allowed arrival date is May 17, 2025. AquaSafe will provide pickup from airport between 8am and 6pm. Arrival information must be confirmed with AquaSafe 48 hours prior to arrival. Additional details will be provided with confirmation email of arrival statement.</p> <p>EV should wait for AquaSafe representative in the arrivals area.</p> <p>Arrival Hotline phone number will be provided with arrival statement confirmation.</p> <p>Please be advised that you should email your flight itinerary to your Host Company at least two (2) weeks prior to your arrival. Please email your itinerary to summer@aquasafepool.com.</p> <p>Please add the details of your visa appointment/outcome and the details of your flight itinerary in the Participant Portal.</p> <p>Cost of pickup: Free of charge if arrival procedure is followed and employment agreement is completed.</p> <p>Should you arrive outside of the preferred arrival time, please see the information below for accommodation.</p> <p>LATE ARRIVALS INFORMATION:</p> <p>Accommodation: Holiday Inn Philadelphia Arpt-Stadium Area, an IHG Hotel 2033 Penrose Ave, Philadelphia, PA 19145 Cost: from \$152 per night (2 people) Contact: +1 877 424 2449</p> <p>Transportation:</p> <p>From Philadelphia International Airport (PHL) to Holiday Inn Philadelphia Arpt-Stadium Area, an IHG Hotel - Uber XL/Lyft XL - Cost: from \$20.00 per ride (2 people sharing)</p> <p>* All costs are subject to change without notice. Participants must call or visit website for most recent rates.</p>
Should Exchange Visitors contact Host Entity before arrival	Yes
Upon arrival, Exchange Visitors should report	Anton Antonov

Phone number	301-850-0143
Preferred arrival days	Monday - Friday
Preferred arrival times	8:00 am - 18:00 pm

Section 6

ADDITIONAL INFORMATION

Social Security Information	
Address of the nearest social security office	Information will be provided in the Welcome Packet
Will Host Entity provide transportation to the nearest Social Security office	No
Will Host Entity help Exchange Visitors make copies of the necessary documents	No
Other Social Security assistance provided	<ul style="list-style-type: none"> - Will be provided with Welcome Packet - EV is responsible for transportation to the Social Security Office, but assistance may be provided if possible. - EV is responsible for the necessary documentation but assistance may be provided if requested.

Section 7

POTENTIAL CULTURAL ACTIVITIES

Summer Olympics; Soccer Tournament; Bike Night in nearby city; Beach Trips
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Housing License Agreement

I authorize AquaSafe to arrange housing for the period from May 17, 2025 until September 5, 2025, **12:00 PM EST**. I understand that AquaSafe has entered a lease agreement with the property I will be living in; this is for my convenience as I may not be able to find approved housing prior to my arrival.

I understand that my employer is entering into an agreement of employment that includes housing costs that are reimbursable to the company. It is understood that employees are granted a revocable license to use their apartment units, but they are not sub-leasing their apartment units; they are only reimbursing housing expenses incurred on their behalf during their stay. I understand and agree that provided housing is to my direct benefit.

Housing Cost

I understand I am responsible for the housing cost as described in Appendix III, starting from my first full week until the week of September 5, 2025, **regardless of my departure date**. A full week is considered Saturday – Friday. The week of arrival only will be pro-rated at \$20 per day for a partial week; the week of departure will be charged a full weekly rate. I understand that housing costs are based on location and in the event that my location will change, my housing deductions will be adjusted accordingly.

If I arrive **after** the date I stated in the Arrival Statement, and my actual arrival date is after May 24th, I will be responsible for the housing cost starting May 17th, unless approved by AquaSafe office. I understand that I must vacate my housing by 12:00 PM EST on September 5, 2025. Consequences of failing to move out by this date and time may include additional housing charges, removal from the property and loss of my housing deposit and loss of all or part of my incentive bonus.

I understand that this price is non-negotiable and under no circumstances will a refund be given. I authorize my employer to take weekly payments from my paycheck to cover the housing cost. It has been explained to me that my weekly housing payment may differ from week to week according to my earnings. This is only for my convenience, to ensure some amount left after the deductions. For further explanation, please see the Sample Deduction Schedule in Appendix II. I understand that only AquaSafe employees are authorized to live in the housing provided.

I am aware that my employer holds the right to terminate my employment at any time and upon termination I must vacate my apartment within 48 hours.

Apartment Deposit

I authorize my employer to deduct and hold \$195 apartment deposit from my paycheck. I understand that **\$95 is non-refundable** to cover the cost associated with renting the apartment (application fees, background check fees, utilities set up fees, amenity fees, etc.) The refundable part (\$100) will be issued by the spring of 2025. This will be refunded if the apartment is vacated by September 5, 2025 by 12:00 PM EST, left in the same condition as found upon move in, the apartment does not receive any noise violations or complaints from the property and the supplies provided by AquaSafe are returned in good condition or removed from the apartment (according to AquaSafe instructions). I understand that this deposit is non-refundable in case of housing violations during the season, damages/cleaning fees charged by the property upon final move out inspection and/or I do not complete my employment agreement. Housing violations include, but not limited to damage to the apartment or apartment equipment; need for cleaning; noise or other complaints from the property; apartment keys/access cards or parking permits missing; items/furniture left after vacating the apartment, etc. In case the apartment deposit is not enough to cover the cost of the above-described cases, I authorize my employer to deduct the difference from my last paycheck and/or withhold my End of Season Bonus or charge an additional housing deposit to cover the difference until the final costs are calculated. I understand that there will be inspections performed throughout the season and any apartment found to be in violation of the rules including but not limited to sanitary concerns or damages, may result in an additional deposit fee per violation, per person, to cover future complaints or damages. I understand that AquaSafe is not responsible for investigating individual cases and all occupants will be held equally responsible for all violations unless admission of guilt is received in writing by any individual(s).

Utilities

I understand that I am partially responsible for the cost of utilities and other monthly fees (water, sewer, electricity, gas, trash, etc.). I authorize my employer to deduct \$25 each week for utilities and other monthly fees. The amount exceeding \$160 per apartment in monthly utility bills will be equally divided between the occupants of the apartment and I authorize my employer to deduct this amount from my paycheck.

Basic Furniture

I understand most apartments will come with an oven, stovetop, dishwasher, refrigerator, ac/heat, WiFi and clothing washer/dryer facilities I understand that laundry facilities may be located separately from the apartment and may have additional cost. WiFi is provided free of charge for up to 3 months in apartments where short-term, pre-paid coverage is available, which cannot be guaranteed. I understand that AquaSafe provides each apartment with FREE starting basic furniture such as table, chairs, airbeds and lamps. AquaSafe will also provide free dishes, silverware, cookware and some janitorial supplies. I understand that the starting basic furniture package is provided and delivered for my convenience, but after my first 2 full weeks of work, if any of the above-mentioned items are damaged or destroyed, it is my responsibility to renew or replace. It is recommended to keep the original packaging of the air bed in the event that it can be exchanged. I understand if I wish to have any other furniture or cleaning supplies, I am responsible to purchase on my own. I further understand that pillows, sheets, linens, blankets or sleeping bags are not provided and I have been advised to bring them with me. I

understand if I do not complete my employment agreement, I will be responsible for a furnishing cost of \$150 and authorize my employer to deduct this from my paycheck. If I wish to purchase additional furniture there are several convenient online options available including Amazon, Wal-Mart, etc. AquaSafe may assist with coordinating delivery of such purchases upon request.

Housing Rules

I agree to follow all housing Rules and Regulations described in Appendix I. I understand that violations of these rules and regulations will be considered a breach of this agreement by the employee and may result in terminating this agreement. In such case I must vacate the apartment within 48 hours.

Cultural Diversity

I understand that I may be living with individuals from backgrounds and cultures different from my own and I am expected to be respectful and open minded towards new customs, values, beliefs, communication styles, etc. Common roommate concerns including cleanliness, noise, sleeping or social habits, sharing, etc. are expected to be resolved internally amongst all occupants. AquaSafe and its representatives are available to help mediate conflicts which cannot be resolved internally but unless the situation is considered a threat to the well-being of any individual(s), is illegal in nature or is a breach of this agreement, AquaSafe is not responsible for enforcing a solution. In cases which are considered in one of the categories mentioned above, any individual(s) may be asked to relocate per the discretion of the employer.

Authorized Occupants

I understand that AquaSafe has entered into a lease agreement with the property permitting only authorized AquaSafe employees to live in each apartment. For the safety, security and comfort of all occupants, overnight guests are not permitted, either from other AquaSafe apartments, or non-AquaSafe employees, without permission from the other occupants and only on a temporary basis (i.e. 1-2 nights for a friend/family visiting from out of town or other similar circumstances). If it is found that unauthorized occupants are spending an excessive amount of time in the apartment, it may result in additional housing fees and/or disciplinary action up to termination. All guests are required to follow all Housing Rules and to be respectful and mindful of the personal property and personal space of all occupants as well as in the common areas.

Other

I understand that in case of termination of my employment and/or my housing agreement, I am still responsible for the total cost of the housing until September 5, 2025 and I authorize my employer to deduct the remaining housing cost from my paycheck(s).

I understand that if I find my own housing after my arrival, I will be still responsible for the cost of the housing until September 5, 2025, and I authorize my employer to deduct it from my paycheck(s).

I understand that in order to live in the same apartment with friends (up to 4 friends), I must arrive at the same time with them and no later than May 24, 2025. However, AquaSafe **cannot guarantee** accommodation of this request.

I understand that I may need to move from one apartment to another during the course of my employment, due to a new/changed work assignment.

By signing below, I honestly state that I read and agreed to all terms and conditions described above.

Appendix I

Housing Rules and Regulations

PARKING

Occupants shall not park any motor vehicle in any area designated for no parking or no standing. Occupants shall obtain a parking permit from the property for any vehicle parked on the property premises (otherwise the vehicle may be towed) and is responsible for returning the parking permit to the property at the end of the lease. Occupants are responsible for all fines associated with any vehicle operated.

CLEANLINESS

Apartment must be kept in a clean and sanitary order, including removing trash on a regular basis, sweeping floors and carpets, keeping food off of counters and regular maintenance of bathrooms and other apartment facilities. Any pest infestation or other complaints found to be the result of negligence on behalf of the occupants will be the responsibility of the occupants, including the deduction of any costs incurred. Occupants are expected to follow CDC cleaning and sanitation guidelines for shared living spaces to prevent the spread of disease.

NO SMOKING

No smoking of any kind inside the apartment or in any public areas of the building (Lobby, Hallways, Stairwells, Garages, Laundry Rooms, Elevators, etc.).

GARBAGE

Occupants shall not sweep or throw any dirt, garbage or other substances out of the windows or into any of the halls or elevators. All garbage is to be placed into trash bags and taken out to the designated community trash container.

NO PETS

Animals of any kind are not allowed in the apartment.

NOISE

Occupants or their visitors shall not make or permit any disturbing noises in the apartment or building or permit anything to be done that will interfere with the rights, comforts, or convenience of other tenants. Also, students shall not operate or allow to be operated a radio, television set or high-fidelity system so as to disturb or annoy any other occupant of the building. No loud parties in the apartment! Please note there is "QUIET TIME" between 10pm and 7am.

RENTAL OFFICE

The leasing agreement was made between AquaSafe and the property. Occupants are not permitted to go to the leasing office for any reason. Occupants are also not authorized to have any mail/packages sent to the leasing office. If there is a question or concern, students should contact their Supervisor. The Supervisor will contact the AquaSafe office to get all questions and concerns taken care of in a timely manner.

LAUNDRY

Occupants shall not dry or air clothes on the roof, terrace or balconies.

NO USED FURNITURE

Absolutely no bringing used furniture to the apartments, as this may result in infesting the apartment with bed bugs or other insects. Any used furniture found in the apartment will result in an additional deposit fee per violation.

NO DAMAGE

Damaging the apartment in any way will lead to losing your apartment deposit refund and/or additional charges and may lead to eviction.

NO LOITERING

Loitering in any place around your apartment building or playground is prohibited; as well as using (stealing) internet from the neighbors!

AUTHORIZED OCCUPANTS ONLY

Only authorized AquaSafe Occupants are allowed to live in or spend the night in the apartment provided. No exceptions!

PERSONAL PROPERTY

Occupants are responsible to ensure the safety of their belongings and always keep the apartment locked at all times. AquaSafe is not responsible for any stolen or damaged property. It is the sole responsibility of the employee to secure their property. AquaSafe advises you to keep copies of receipts for any expensive items you own and leave in the apartment.

USE OF AMENITIES

Occupants must follow all facility regulations regarding use of amenities such as obtaining a proper pool or gym pass.

Violation of these rules will lead to penalties and/or revocation to the occupancy license.

Appendix II

Sample Deduction Schedule

Payroll Schedule 2025			Sample Deduction Schedule for 5/17 arrivals, 9/5 departures				
Payroll Start Date	Payroll End Date	Check Date	Housing	Utilities	Additional Deductions	Notes	
Each Pay Period is 2 weeks, starting on Saturday		Pay Date is Friday after last day of Pay Period				Housing/Utilities for week of arrival only is pro-rated at \$20 per day if it is a partial week (meaning, arriving between Sunday and Friday)	
1	5/24/2025	6/6/2025	6/13/2025	2 weeks*	2 weeks	* Plus pro-rated housing cost from arrival date	Minimum additional charge of \$20, maximum not to exceed 1 full week
2	6/7/2025	6/20/2025	6/27/2025	2 weeks	2 weeks	Uniform: \$85	
3	6/21/2025	7/4/2025	7/11/2025	2 weeks	2 weeks		
4	7/5/2025	7/18/2025	7/25/2025	2 weeks	2 weeks	Bike: \$140-150 (optional)	
5	7/19/2025	8/1/2025	8/8/2025	2 weeks	2 weeks	Apartment Deposit: \$195	If no charges, \$100 refundable in Spring 2026
6	8/2/2025	8/15/2025	8/22/2025	3 weeks	3 weeks		Third week covers week of 8/30 - 9/5 on final paycheck (9/19)
7	8/16/2025	8/29/2025	9/5/2025	2 weeks	2 weeks		
8	8/30/2025	9/12/2025	9/19/2025	(no housing charged unless extended after 9/5) \$0	\$0		Any apartment damages estimated to exceed \$100 deposit will be deducted as additional deposit from final check and/or withheld from end of season bonus until final charges are reported

Please Note:

*This Deduction Schedule is a sample only, and your actual payments may differ from this based on many factors including hours, agency conditions and sponsor requirements.

*Deduction schedule may vary based on weekly hours and date of arrival. Deductions may be split between multiple checks according to earnings to ensure some amount left on paycheck.

*It is strongly advised to open a US bank account for direct deposit and keep it active until ALL payments are received (including the apartment deposit). Notify the payroll department as soon as possible if you close your account.

*If eligible, **End of Season Bonus** will be awarded as a payment along with any applicable Housing Deposit Refund on a future payroll. Please refer to International Agreement (Bonus and Eligibility) for more information.

Appendix III

Housing Cost Per Location

Position Location	Housing Cost (Per Week)	Utility + Additional Monthly Fees (Per Week)
Delaware (DE)	\$135	\$25
Maryland (MD)	\$145	\$25
Maryland (MD) - Montgomery County	\$160	\$25
New Jersey (NJ)	\$165	\$25
Pennsylvania (PA)	\$135	\$25
Virginia (VA)	\$145	\$25
Washington D.C. (DC)	\$165	\$25

Note: Hourly pay and housing costs vary based on location. In the event that location/assignment will change during the season, hourly pay and housing costs will also change accordingly.