



J-1 WORK AND TRAVEL PROGRAM

JOB OFFER AGREEMENT FORM

Exchange Visitor ID number

HOST ENTITY INFORMATION

Host Entity Name: Six Flags Over Texas Hurricane Harbor
Site of Activity Address: 1800 E Lamar Blvd, Arlington, TX, 76006, United States

JOB INFORMATION

Job Title Lifeguard
Start date - Earliest 2025-05-01 Latest 2025-05-31
End date - Earliest 2025-08-01 Latest 2025-09-02
Guaranteed salary/wage per hour before deductions 13.00 \$ per hour
Average hours per week 32
Required Interviews Sponsor Interview, Host Interview

HOUSING INFORMATION

Housing Model Host company assisted

EXCHANGE VISITOR SECTION

Table with 2 columns: 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...

Section 1

HOST ENTITY INFORMATION

Table with 2 columns: Entity name, Description, Web site, Primary contact name, Title

Department	Human Resources
Phone 1	(817) 640-8900 x712 2515
Email	nMessina@sftp.com

## Section 2

### DETAILED JOB INFORMATION

Site of Activity address	1800 E Lamar Blvd, Arlington, TX, 76006, United States
Job Title	Lifeguard
Special requirements	<p>PLEASE NOTE: PARK AND POSITION ASSIGNMENTS WILL BE MADE UPON ARRIVAL. You can either be placed at Hurricane Harbor Water Park or Six Flags Over Texas Amusement Park.</p> <p>SFOT will take students to the Social Security office if necessary</p> <p>All employees are required to have a form of direct deposit, and must provide a U.S. bank account within two weeks of starting their program.</p> <p>Housing will be provided by the Host entity., if for any reason you are fired/leave this host entity you will be required to vacate the housing as well.</p>
Position details and description	<p>Lifeguards - are the first line in guest safety and service. These staff members have a large amount of guest interaction, and the greatest opportunity to ensure that guests have a safe visit.</p> <p>Job duties include but are not limited to ensuring guest safety, maintaining high standards of safety, maintaining skills at a rescue-ready level at all times, exceptional guest service, assisting with various tasks, including cleaning the park and picking up and removing trash, tubes and assistance with line control.</p> <p>Requires physical stamina and extended periods of time in various weather conditions and temperatures. Lifeguards can be audited at any time to establish their skill levels and attentiveness.</p> <p>Responsibilities Include:</p> <ul style="list-style-type: none"> <li>-Interact with guests in a friendly and welcoming manner;</li> <li>-Provide exceptional guest service in order to enhance the guest experience in the water park.</li> <li>-Provide general assistance to guests, including answering questions about the park</li> <li>-Monitoring the well-being of guests and responding to emergency situations both in and out of water.</li> <li>-Enforcing established rules, complying with regulations, and maintaining professional lifeguarding practices.</li> <li>-Maintaining a constant alertness to what our hundreds of Guests are doing, preventing accidents and drowning. Should an emergency occur, Pool Attendants are responsible for taking quick and decisive action and providing emergency care.</li> <li>-Throughout their shift, Pool Attendants are also expected to play an important role in keeping the park clean and comfortable.</li> <li>-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.</li> </ul>
Department	Operations
Work schedule Shifts may vary; Hours may be reduced depending on business	<i>Varies - can be scheduled from 8am-midnight depending on park and operations.</i>

needs, weather, economic situations, your performance, sick time and other circumstances.	
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	No
Overtime wage (if applicable)	Overtime is not available.
Required skills	<p>YOU MUST be able to pass the swim test to have a position. If you don't pass the test you will NOT have a job.</p> <p>People Skills: This requires positive interaction with employees and guests, promoting an exemplary "Service" atmosphere, and resolving guest complaints.  Ability to work well with others.  Ability to work flexible schedules.  Ability to withstand various weather conditions  Employees will be working outside in the Texas weather throughout your shift. (95 degrees fahrenheit or 35 degrees Celsius)  No guarantee that friends will be working together.  *Students may be placed as amusement park workers at SFOT or Hurricane Harbor.</p>
Required experience	N/A
English level	Excellent
Supervisor	Nadia Messina

### Section 3

#### POSITION REQUIREMENTS

Grooming	
Grooming standards	Please see attached document for detailed grooming standards and dress code.
Dress code	<p>Males/ Females: \$50-\$60</p> <p>Upon arrival you will be required to purchase a uniform at the park from Hurricane Harbor.  All uniform items MUST be purchased through Hurricane Harbor</p> <p>Bathing suite: \$10.00 - \$15.00 USD  Shirt: \$10.00- \$17.00 USD  Windbreaker Jacket (if needed): \$15.00 USD  Heavy jacket (if needed): \$19.00 USD  Nametag: Replacements are \$5.00 USD  Hat or Visor (optional): \$5.00 USD</p>

	<p>You will be required to purchase your own clean, water shoes or sandals and beige or khaki shorts.</p> <p>Please see attached document for additional details.</p>
Uniform provided?	Yes
Cost to Exchange Visitor	Avg \$50 - \$60 - Depends on choice of items - costs are included in the dress code section.
When is uniform fee due	Payroll deducted or can be paid by credit card on Arrival.
Screening	
Host Entity will require a drug test	Yes
Host Entity will provide the drug test	YES
Description of drug screening policy	Random Drug Screening Students may have to take a drug test throughout the season at any time. The host company will pay for the cost of this test. If a student tests positive - a student will lose their position at SFOT.
Will Exchange Visitors incur a cost for screening	No
Cost to Exchange Visitors (if applicable)	None
When is screening fee due	None
Payment	
Payment schedule	weekly
Allowances, bonuses, and/or incentives	In-park discounts; spot bonuses; reward and recognition programs
Description	Expenses for early arrival, food costs, utilities
Training / Orientation	
Host Entity provides training/orientation	Yes
Description	Their park orientation will be a 4-5 hour long class designed solely for Internationals. Department training will follow (on a different day) and will typically last 8-9 hours. Prior to training, you will have 2-3 hours of processing that is unpaid
Will Exchange Visitors be paid during training/orientation	Yes
Length of training/orientation	2 days
Will Exchange Visitors incur a cost for training/orientation	No
Cost to participant	None
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
Duration of temporary housing	None
Cost of temporary housing	None

### *Housing Lead 1*

Housing model	Host company assisted
Gender requirement	Any
Housing type	Hotel
Housing name	Extended Stay America - Arlington - Six Flags
Contact name	Front Desk/Reception
Address	2420 E Lamar Blvd, Arlington, TX, 76006
Phone	1 817-649-0021
Web Address	<a href="https://www.extendedstayamerica.com/hotels/tx/dallas/arlington-six-flags?channel=gmb-listing&amp;utm_source=google&amp;utm_medium=organic&amp;utm_campaign=gmb_listing">https://www.extendedstayamerica.com/hotels/tx/dallas/arlington-six-flags?channel=gmb-listing&amp;utm_source=google&amp;utm_medium=organic&amp;utm_campaign=gmb_listing</a>
Housing cost	140.0
How often is rent due?	Per week
Is weekly cost/rent payroll deducted?	Yes
Housing deposit	100.0
Is housing deposit payroll deducted?	No
Is deposit refundable	Yes
Deposit refund policy	No
Can housing be co-ed	Yes
Is renters insurance required	No
Housing amenities	Basic Utilities
Distance between work site and housing	Varies On SOA max of 1.1 Miles
Transportation details	None
Description	This is an Extended Stay:

Welcome to Extended Stay America - Arlington - Six Flags! We are the perfect location for business travelers, students, tourists and those relocating to the Dallas area who need to find a home away from home for several nights, a week, a month or even longer. Our hotel is only 5 minutes from Six Flags Over Texas. From our location, you can easily visit local attractions such as Hurricane Harbor Arlington, AT&T Stadium and the Dallas Museum of Art.

This unassuming extended-stay hotel is a mile from Six Flags Hurricane Harbor, 2 miles from Six Flags Over Texas and 3 miles from live events at the AT&T Stadium.

Ranging from studios to 1- and 2-bedroom suites, the laid-back quarters offer complimentary Wi-Fi, flat-screen TVs, kitchens and coffeemakers. Some have separate living areas and/or pull-out sofas.

Breakfast is complimentary. Other amenities include a seasonal outdoor pool, a gym and coin-operated laundry facilities.

1. Small kitchen with refrigerator, microwave, and stovetop
2. Clean linens, pillow slips, and towels provided each week.
3. On-site laundry facilities (at additional cost)

**\*\*Please note, all housing costs, transportation costs, and housing agreements are listed in the attached Housing Document. All prices will remain as listed on the Housing Document.**

Number of beds per room	2
Number of bedrooms	1
Exchange Visitors per property	2
Exchange Visitors per room	2
Bathrooms per property	1
Bedding and towels	Yes
Bedding and towel payment due	N/A
Kitchen facilities	fully equipped kitchen in every room
Additional comments	<b>**Please note, this housing option may or may not be available at the time of arrival. Sox Flags Over Texas will assist participants with housing options and make sure that housing is available for participants upon arrival. The address listed for this housing option may be available and may also change but the cost will remain the same.</b>
Included in cost	Basic Utilities  <b>**This fee will be automatically deducted from each of your paychecks (every Friday). Housing fees are mandatory for the term of your employment as outlined on your Six Flags job offer, regardless of whether or not you use the services.</b>
Administration fee due	N/A
Housing deposit due	All participants must submit payment for a \$100 housing deposit BEFORE arriving in the United States, due no later than 4 weeks before your program's start date. This payment should be submitted to your home agency or wired to Six Flags Over Texas.  <b>**Please read in full the housing agreement attached to this offer letter for more details.</b>
Housing deposit refundable	Yes

Further information on housing refund policy	Only \$50 of the housing deposit will be refundable to participants.
Lease required	No
Further information on length of lease	Full duration of the program.

## *Housing Lead 2*

Housing model	Host company provided
Gender requirement	Any
Housing type	Hotel
Housing name	Intown Suites
Contact name	Selena Vannarath
Address	2211 N Collins St, Arlington, TX, 76011
E-mail	svannarath@sftp.com
Phone	(817) 607-6201
Web Address	<a href="https://www.intownsuites.com/extended-stay-hotels/texas/arlington/six-flags/">https://www.intownsuites.com/extended-stay-hotels/texas/arlington/six-flags/</a>
Housing cost	140.0
How often is rent due?	Per week
Is weekly cost/rent payroll deducted?	No
Housing deposit	100.0
Is housing deposit payroll deducted?	No
Is deposit refundable	Yes
Deposit refund policy	No
Can housing be co-ed	No
Is renters insurance required	No
Housing amenities	Basic Utilities
Distance between work site and housing	Varies On SOA max of 1.1 Miles
Transportation details	None
Description	Enjoy affordable monthly and weekly rates with all the comforts of home at InTown Suites. Our extended stay accommodations include fully furnished apartment-style suites with in-room kitchens, super-fast Wi-Fi, and premium TV channels to turn your extended stay into extendedyay. Plus, rest assured knowing your suite has been cleaned with the highest level of extended stay cleaning with our Triple Checked Clean

	process.  **Please note, all housing costs, transportation costs, and housing agreements are listed in the attached Housing Document. All prices will remain as listed on the Housing Document.
Number of beds per room	2
Number of bedrooms	1
Exchange Visitors per property	2
Exchange Visitors per room	2
Bathrooms per property	1
Bedding and towels	No
Bedding and towel payment due	N/A
Included in cost	Basic Utilities  **This fee will be automatically deducted from each of your paychecks (every Friday). Housing fees are mandatory for the term of your employment as outlined on your Six Flags job offer, regardless of whether or not you use the services.
Administration fee due	N/A
Housing deposit due	All participants must submit payment for a \$100 housing deposit BEFORE arriving in the United States, due no later than 4 weeks before your program's start date. This payment should be submitted to your home agency or wired to Six Flags Over Texas.  **Please read in full the housing agreement attached to this offer letter for more details.
Housing deposit refundable	Yes
Further information on housing refund policy	Only \$50 of the housing deposit will be refundable to participants.
Lease required	No
Further information on length of lease	Full duration of the program.

## 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.

Best Arrival Airport	DFW - Dallas/Fort Worth Intl (Dallas-Fort Worth, TX)
Airport/bus/train pickup provided	No
General arrival instructions	Please note: ALL participants must arrive 2-3 days before their program start date.  Participants should fly into Dallas/Fort Worth Intl airport.



	<p>You will need to take a taxi from DFW to the housing (to be announced within 30 days prior to arrival). Taxi from DFW to housing is about \$38*</p> <p>DFW Airport Limo:  <a href="https://dfwairportlimo.com/?">https://dfwairportlimo.com/?</a>  <a href="https://dfwairportlimo.com/contact&amp;gad_source=1&amp;gclid=EAIaIQobChMIgufiluKJiwMVCQ2tBh0fuxBtEAAYASAAEgIFEPD_BwE">https://dfwairportlimo.com/contact&amp;gad_source=1&amp;gclid=EAIaIQobChMIgufiluKJiwMVCQ2tBh0fuxBtEAAYASAAEgIFEPD_BwE</a>, Phone: 1-800-213-4350</p> <p>If arriving outside of housing hours, participants need to stay at a nearby hotel at their expense. Hotel near DFW:</p> <p>Super 8 Grapevine DFW Airport:  SE Corner of Hwy 114 and Main St.  250 West State Highway 114, Grapevine, TX 76051  (817) 329-7222  super8.com  Avg Cost \$97 per night, up to 2 persons sharing.*</p> <p>* - All costs are subject to changes, Participant must call/visit website for most recent rates.</p>
Should Exchange Visitors contact Host Entity before arrival	Yes
Upon arrival, Exchange Visitors should report	Host Company Assisted Housing Location
Phone number	(866) 622-7623
Preferred arrival days	Students must arrive 2-3 days before their program start date
Preferred arrival times	9 AM - 4 PM

## Section 6

### ADDITIONAL INFORMATION

Social Security Information	
Address of the nearest social security office	2010 TX-360, Grand Prairie, TX 75050
Distance of SSO from SOA	2.5 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	Host entity will assist with appointment

## Section 7

### POTENTIAL CULTURAL ACTIVITIES

Baseball games
Movie nights
Tour of Dallas/ Fort Worth

# Six Flags Housing Agreement



Six Flags Over Texas will be providing accommodations for **2024 Work & Travel Summer participants** at greatly reduced rates. Due to different locations needed for housing, we cannot guarantee that all locations will have the same amenities. However, all locations will have the following:

1. **Small kitchen with refrigerator, microwave, and stovetop**
2. **Clean linens, pillow slips, and towels provided each week**
3. **On-site laundry facilities (at additional cost)**

## **WEEKLY FEES**

The weekly rate for Housing is **\$140.00**.

This fee will be automatically deducted from each of your paychecks (every Friday). Housing fees are mandatory for the term of your employment as outlined on your Six Flags job offer, regardless of whether or not you use the services.

**\*\*The weeks are based on a Monday-Sunday week with no partial weeks. This means that if you check in on a Friday, January 5, your fee will still be \$140 for that Monday, January 1-Sunday, January 7.**

There may be a week in which you work fewer than your minimum hours due to illness or a request for time off. Your rent will be reduced for that week, but will be increased in the weeks after until the unpaid balance has been paid. For example:

### **Example of prorated housing fees:**

#### **Week 1 – Expected minimum of 32 hours**

16 hours worked due to illness

Standard fee of \$140 will be reduced based on payroll rules

#### **Weeks 2-4**

Weekly minimum of 32 hours worked

Standard fee of \$140 will be increased to cover both weeks (remaining from previous weeks + \$140 of current week).

### **DEPOSIT and 1<sup>st</sup> WEEK'S RENT**

All participants must submit payment for a \$100 housing deposit **BEFORE** arriving in the United States, **due no later than 4 weeks before your program's start date**. This payment should be submitted to your home agency or wired to Six Flags Over Texas.

Your first week's rent of \$140 is also required to be paid **BEFORE** arriving in the United States. This payment should be submitted to your home agency or wired to Six Flags Over Texas.

## Six Flags Housing Agreement



Up to \$50 of your deposit is fully refundable under the following conditions:

- You do not have a balance owed for rent at the time of departure including long distance call fees (if applicable).
- The housing is undamaged and clean
- You do not terminate employment prior to the agreed termination date noted on the job offer.

All participants eligible for reimbursement of their housing deposit will receive the refund at a date determined by Six Flags.

### **CHECK-IN / CHECK-OUT:**

All students will need to communicate to Six Flags the following information in order for housing to be arranged at least two weeks before job offer start date:

- Flight Information
- Show proof that housing deposit has been paid
- Requests for roommates

Six Flags Over Texas will send the participant the housing address and location with instructions on how to check in with the hotel. Participants will be permitted to check-in to the housing 1 or 2 days prior to their start date. If the student arrives before their authorized date, they will be responsible for any applicable housing costs at the hotel in addition to rent that has been previously collected.

Please note: If you arrive before your earliest Move-in date, you will be responsible for finding your own accommodation if the housing location cannot take you early. Please plan your travel to the United States accordingly.

### **CHECK IN DATES:**

Students who arrive on or after the training date associated must attend the next available training date and will therefore need to arrange for other temporary housing or pay the hotel directly for any days prior to the move-in date. The rate during this time may vary from the rate listed in your job offer.

### **CHECK OUT:**

The end date of your program is the last day that you will be expected to work – you are not allowed to depart before the end date on your offer! **If you do not work until the end date noted above, you will forfeit your security deposit – no exceptions.**

# Six Flags Housing Agreement



Participant's Initials	Housing Guidelines
	I understand that I must pay \$100 deposit and \$140 for the first week of housing BEFORE I arrive to the United States.
	I understand that \$140 will be deducted weekly from my paycheck to pay for my housing regardless if I arrive/leave in the middle of the week.
	I understand that I may have to provide my own utensils, pots, or pans if the housing unit does not provide them.
	I understand that I am responsible for ALL my meals.
	I understand that I am responsible for my own transportation to/from work if I missed the bus.
	I understand that <b>SMOKING IS PROHIBITED</b> in all housing units.
	I understand that if I smoke in my room or in the housing building, I will have to pay \$250(or more) as a fine.
	I understand that Six Flags does not control what the housing property may/may not offer as amenities.
	I understand that I will be provided a bed OR a sofa bed, and my roommates and I should switch weekly.
	I understand that there will be 2 or 3 people per room with 1 bathroom.
	I understand that if I am by myself, a roommate will be assigned to me.
	I understand that I am responsible for keeping my room clean and tidy with my roommates.
	I understand that if I quit or am fired from the job, I will have two days to leave housing.
	I understand that if my roommate leaves, I will have to move rooms.
	I understand that I will get \$50 refunded for housing if I finish my program successfully.
	I understand that if I do not notify Six Flags two weeks ahead of time of my departure, I will lose my deposit.
	I understand Quiet Times are from 10pm-7am at the housing locations as a standard policy. I understand that I cannot have parties or play loud music at the housing locations.
	I understand that I CANNOT have any OVERNIGHT guests after 10 PM.
	I understand Six Flags is NOT responsible for finding my housing if I get evicted.
	I understand Six Flags is NOT responsible for items lost/stolen at the housing location.
	I understand that I am required to abide by the housing location's policies and procedures.

# Six Flags Housing Agreement



## AGREEMENT

I am providing my signature below with my own free will, and confirm that I have read, understood and agree to all of the terms and conditions as stated above. I have also received a copy of the Housing Guidelines and I agree to abide by them throughout my program by providing my signature below. I understand that a violation of the Housing Guidelines can result in immediate termination of my employment at Six Flags and that I may be asked to permanently leave the housing.

\_\_\_\_\_  
NAME (printed)

\_\_\_\_\_  
NAME (signature)

\_\_\_\_\_  
DATE

## Weekly Housing Deduction

I \_\_\_\_\_, hereby authorize SFOT Employee INC. / Hurricane Harbor LP, hereinafter called COMPANY, to **deduct my weekly housing and transportation cost** via **payroll deduction** in the amount of **\$140**.

- The COMPANY is authorized to deposit my net pay or portion thereof as indicated into my account each pay date.
- If funds to which I am not entitled are deposited to my account, the COMPANY is authorized to direct the bank to return said funds to the COMPANY.
- I understand that my deposit may not be credited to my account until 5:00 PM on the pay date indicated on the check voucher.

EMPLOYEE NAME (Please Print):

\_\_\_\_\_  
Last Name, First Name

EMPLOYEE SIGNATURE: \_\_\_\_\_ EID: \_\_\_\_\_

# Your Look At Work



## **IMAGE AND GROOMING**

All team members are expected to dress in a manner that is appropriate to the job and duties they are performing. Professional grooming makes the statement to guests, business contacts, and co-workers that we are proud to be part of the Six Flags family of parks.

Our grooming guidelines are established to ensure 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 team members are required to be neatly groomed at all times.

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

If you believe that you may require an exception to the Six Flags grooming guidelines due to medical, religious, cultural, or other reasons, please see Grooming Guideline Exceptions section.

The company may adjust grooming guidelines as needed to accommodate safety, health, and legal concerns.

## **General Grooming Items**

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

**Bracelets** - Up to one bracelet per wrist may be worn if they are no wider than one inch (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, are permitted. Ear cuffs and gauges are not permitted.

**Body modifications** - Visible, intentional body modifications that create a distracting or unprofessional appearance are not permitted. This includes, but is not limited to dental grills, tongue splitting, tooth filling, disfiguring skin or bone implants.

**Clothing** - Clothing, personal or company issued, must be worn neatly and to company standards. Wearing, for example, sagging or ill-fitting clothing is not permitted. Alterations to uniforms or changes to the way the uniform is intended to be worn are not permitted.

**Undergarments** - Proper undergarments must be worn at all times and not visible with the exception of plain t-shirts.

**Deodorants and perfumes** - The use of deodorant is required due to the close contact with guests and co-workers. Perfumes and colognes should be limited.

**Nametag** – Nametags are to be worn as directed.

## **Hair**

Hair is to be neat, clean, well-groomed, and not distracting. The hair volume should maintain a balanced and uniform look/style from the scalp. Hair may not cover the face, eyes, or restrict one's ability to perform assigned duties.

Bright or neon colors are not permitted. Hair color must be permanent or semi-permanent; temporary spray colors, chinks, or glitter are not permitted.

In safety sensitive positions, long hair is to be securely pulled back. Items used to secure the hair must be complimentary to hair color and the uniform.

Not all hairstyles are permitted. This includes, but is not limited to, tails, partially shaved heads, shaved patterns, exaggerated and/or extreme variations in length from side to side, vision-impairing styles, and those with extreme heights that may detract from our consistent and uniform appearance.

Hair may be braided. Due to safety concerns, beads and ornaments of any kind are not permitted.

Toupees and hairpieces are permitted, provided they are 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.



# Grooming For All Team Members

## Fingernails

Fingernails must be kept clean and neatly trimmed so they are no longer than one-quarter inch (1/4") past the end of the finger. Nail polish, if worn may only be conservative, solid colors with no decals, charms, airbrushing, etc.<sup>1</sup> Due to health code requirements, in some states food service employees are not allowed to wear nail polish or artificial nails, and fingernails may not extend past the end of the finger.



## 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 4" by 4". 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 must be a single color without design or lettering that complements what is worn.

Tattoos may not be a distraction from the uniform, judged to be in good taste, and non-offensive to park Guests and Team Members. 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.

## Jewelry

**Necklace:** One (1) necklace may be worn as long as it does not restrict Team Members' ability to perform their job and does not permit a safety hazard necklace.

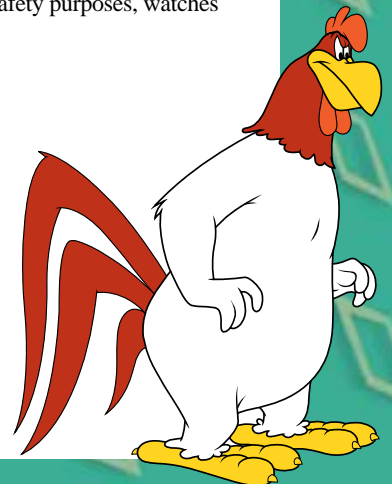
**Rings:** A total of two (2) rings are permitted and each ring must be small, with no more than one (1) ring on each hand (wedding sets are considered to be one ring), not wider than the finger's width and no dangling ornaments. Some positions may not be allowed to wear rings for safety purposes.

**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 may not span two (2) holes (i.e., industrial piercings). Hoops no larger than a quarter are permitted. Dangling earrings are NOT permitted.

**Body Jewelry:** Visible body piercings, other than earrings, are not permitted.

**Watches:** One conservative wristwatch that does not detract from the uniform or dress may be worn. For safety purposes, watches may not dangle.

<sup>1</sup>If visible, the same applies to toenails.





# Team Member Grooming

## Beards

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 jawline and may not exceed one half inch (1/2") in length<sup>2</sup>; and
- Only mustaches are permitted in Food Service positions.

At all times exaggerated beard, goatee or mustache styles are not permitted.

## Sideburns

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

## Employee-Issued Uniforms

Those team members issued uniforms are required to wear all uniform items issued to them. This includes name tags and any applicable safety related apparel or accessories.

Shoes, plain and without patterns or designs, must be those specified for the uniform. For most positions, closed toed athletic slip resistant shoes are required. Shoes must always be clean and in good repair.

Socks are required. Unless instructed otherwise, socks are to be white without patterns or logos.

You will be issued wardrobe instructions, which must be strictly followed. It is your personal responsibility to ensure that the highest condition of neatness and cleanliness prevail at all times. Failing to do so will detract from professional and positive atmosphere that we all work to create. Lost uniform items may only be replaced with authorized uniform items. Contact the Human Resources or Wardrobe Department for replacement uniforms.

On non-operational days or when assigned duties dictate, employees may be given permission to wear non-uniform items. When this occurs, team members must follow the Dress For Your Day Guidelines.

## Dress For Your Day

Our "Dress For Your Day" dress code policy permits team members not issued uniforms to dress for their day's events and work assignments. This means, for example, that you may wear jeans (subject to the conditions below) any business day of the week if your day permits such attire and you will not be in guest areas when the park is in operation. Our grooming is important to the impression we make on clients and guests and demonstrates our respect for our co-workers. While Dress For Your Day means you can choose the level of formality for your dress each day, your attire must at all times promote a professional image.

There will be occasions, such as vendor meetings, when team members will be expected to wear business casual or business attire. We trust and expect our team members to exercise sound judgment in this regard and to be prepared in the event the circumstances of their day changes (i.e., unscheduled meetings).

For the sake of clarity, the following are examples of acceptable and unacceptable attire:

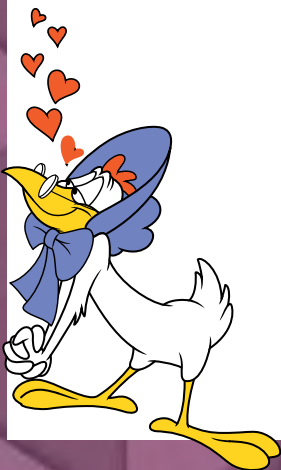
Appropriate:<sup>3</sup>

- Dressy jeans that look fresh and sharp
- Leggings (accompanied by a long top or dress)
- Khakis or dress slacks
- Skirts & dresses (of appropriate length)
- Tailored pantsuits
- Capris (below the knees)
- Blazers, sport coats, suit separates
- Golf / polo collar shirts (must be tucked in)
- Oxford shirts
- Denim shirts & skirts
- Blouses
- Dress/business/golf style shorts
- Sweaters
- Dress shoes, loafers, boots, boat shoes, heels, dress sandals<sup>4</sup>, non-athletic sneakers

<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.

<sup>3</sup> Please note that jeans and denim may not be worn in guest areas when the park is in operation.

<sup>4</sup> Open-toed shoes may not be worn in park or safety sensitive areas.





# Team Member Grooming



Not appropriate:

- Jeans that are worn or have holes, rips, tears, or bleached spots
- Sweatshirts or hoodies
- T-shirts or tank tops (unless appropriately covered)
- Strapless or spaghetti strap tops
- Clothing with writing, slogans, sports logos or large branding or other graphics
- Cargo style shorts or pants
- Sheer or see-through fabrics
- Athletic style shorts
- Workout clothes (i.e., no yoga pants or sweatpants)
- Flip-flops or similar beach shoes
- Slippers, boots that look like slippers, or sheepskin boots; and/or Athletic sneakers (except on Fridays)

## Grooming Violations

If a team member reports for work in inappropriate attire, the team member may be asked to change into appropriate attire before returning to work.

## 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 guidelines for medical, religious or other reasons. In these cases, Six Flags will endeavor to reasonably accommodate these requests for exceptions. Any request for an exception to the Six Flags grooming guideline must be submitted to the Human Resources department. Employees must be able to document and support the basis for their requests. The company will evaluate such requests in light of Federal, state and local regulations as well as safety guidelines and company policies.

## 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, vaping and the use of nicotine/tobacco products is allowed only in designated employee smoking areas and is never permitted in offices, buildings or structures.

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

## Clarifications and Legal Requirements

This policy cannot anticipate all fashion trends or grooming related concerns. Any questions regarding the clarification of 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.

Where applicable, Six Flags will modify requirements and enforcement to accommodate requirements, if any, of Federal, State and local laws, rules or regulations.

