



2027 Summer Work & Travel — Terms & Conditions

Position: Lifeguard

Salary: \$14.00/Hour (Overtime \$21.00/Hour)

Hours: 45–55 Hours Per Week

Position: Pool Manager

Salary: \$15.00 to \$18.00/Hour

Hours: 50 to 70 Hours Per Week

1. BONUSES & TRAINING REFUNDS

- **Arrival Bonus:** \$1,000.00, paid upon completing two full weeks of work.
- **Completion-Performance Bonus:** \$500.00 — Must work through and on September 6, 2027.
- **Lifeguard Training Fee Refund:** \$150.00, paid on September 17, 2027. Must participate in Premier Aquatics organized training to qualify. (*Cost varies by country*).

2. HOUSING & ACCOMMODATIONS

- **Fees & Deposit:** \$2,200.00, paid through 5 payroll deductions of \$480.00 including a non-refundable \$200.00 Security Deposit.
- **Duration & Work Requirement:** Housing is available through the end of each employee's DS-2019 form. To remain in housing after September 10, 2027, employees must continue employment.
- **Mandatory Housing:** All first-year employees are required to stay in housing arranged by Premier Aquatics. Fees include furniture, cooking utensils, and utilities (microwaves/laundry not guaranteed).
- **Roommates & Locations:** Up to 4 students per apartment accepted, but a MAXIMUM of 2 is guaranteed if properly requested via Aquanet by May 1, 2027. Housing is in the Washington, DC metro area (spread over a 70-mile radius). Temporary housing assignment and relocation for 2 weeks at any point of the season may occur.

3. TRANSPORTATION

- **Responsibility:** Employees must travel to work on time via walking, public transportation, or by purchasing a bicycle (minimum expected cost: \$150). Helmets provided free by Premier Aquatics. Company arranged transportation will be provided if worksite is located more than 7 miles from housing.
- **Maintenance & Weather:** Employees must maintain/repair their bicycles. Bad weather requires securing independent transportation. Company-provided transport due to schedule changes requires readiness 2 hours prior and potential 2-hour wait post-shift.

4. PAYMENT OF SALARY & PAYCHECKS

- **Deductions:** Rent, housing damages, and training fees will be deducted from paychecks. Bi-weekly paychecks reflect smaller amounts initially and larger amounts toward season-end.
- **Issuance:** Issued bi-weekly on Fridays (work week Sat–Fri) via mail or Direct Deposit (Paycom). Final paychecks cannot be issued prior to schedule dates.
- **Final Paycheck Options:** (1) Mailed to home/U.S. address; (2) Direct deposit to active U.S. bank. International mail re-issue fee is \$60.00 (min. 30 days).

5. JOB RESPONSIBILITIES & DAILY DUTIES

- **Primary Objective:** Ensure the safety of self and all pool visitors. Perform basic maintenance and cleaning (deck, pump room, bathrooms, guard office, trash removal).
- **Operations:** Complete opening/closing procedures, control water quality/chemistry, operate filtration systems, enforce rules, and respond to emergencies per WASH Lifeguarding standards.

6. PREMIERGUARD SAFETY CODE OF CONDUCT & RULES

- **Surveillance:** Single-guard facilities require both feet on the coping stone if a swimmer is present. Multi-guard facilities require 1 lifeguard constantly in the chair (including breaks/adult swim). Never leave the pool unattended.
- **Gear & Prohibitions:** Wear proper uniform with whistle and carry original certifications. Rescue tubes/backboards must be within arm's reach. NO smoking, laptops, or personal mobile phones/devices on duty. Pool phone strictly for work/911 (unauthorized long-distance charges deducted from pay). No facility use on days off unless residing on property.

7. UNIVERSAL SWIMMING POOL RULES

USCG-approved flotation devices only. NO diving except in designated areas. NO running, horseplay, glass containers, foul language, hanging on ropes, or unauthorized phone calls. Children must be supervised within arm's reach at all times. Food permitted only in designated areas.

8. EMPLOYEE WARNINGS, TERMINATIONS & CONTRACT PENALTIES

- **Warnings:**
 - **1st Written:** Up to 3-day suspension and/or \$100 bonus loss.
 - **2nd Written:** Up to 1-week suspension and/or \$300 bonus loss.
 - **3rd Written:** Removed from schedule / termination and/or \$500 bonus loss.
- **Termination Causes:** Illegal behavior (duty or housing), sleeping on duty, or safety code violations.
- **Contract Breach Penalties:** If terminated or breaking contract early, employee owes full training fees plus Pool Operator (\$75).

9. SOCIAL MEDIA POLICY

Staff must protect the Premier Aquatics brand and not undermine its reputation, goodwill, or operations online (applies on and off duty). Posts must be factually accurate, respectful, and free of discriminatory or offensive material. Consult your Regional Manager if unsure.

SIGN HERE TO CONFIRM YOU HAVE READ AND UNDERSTAND THE TERMS & CONDITIONS OF THIS OFFER:

NAME: _____ DATE: _____

By accepting an offer of Employment for the Summer 2027 SWT program, I understand and will abide by the above terms, conditions, and social media policy.