

Application for Employment at Tumbling River Ranch

Tumbling River Ranch

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We are pleased that you are interested in summer work at our ranch. Tumbling River Ranch is a great place to spend the summer. If you enjoy *servicing people*, your time here will prove to be an invaluable experience. Because the ranch is a people business, we do not hire staff merely to get a job done. Our staff is the key to our success in giving the guests a terrific vacation.

You must be at least 19 years old to apply to Tumbling River Ranch. It is best if you have lived away from home for at least one year. You should also know that we do **NOT** tolerate the use of narcotics or illegal drugs. And we do **NOT** allow drinking under age 21. We do expect certain standards regarding personal appearance. Like any business, we expect certain things of our staff and have important rules, in order to maintain good operations. We do not allow staff members to bring any pets.

If you think you would be interested in being a part of Tumbling River Ranch and are willing to **devote 3 months or more to the ranch and our guests**, please complete the attached application. **IT MUST BE COMPLETE!** Please include a brief letter concerning your personality and your attitude toward serving people. Let us know how **YOU** can be an **ASSET** to Tumbling River Ranch this summer.

Our season starts mid-May and does not end until Labor Day. **Please give us your earliest arrival date and LATEST possible departure date.** We are primarily interested in those who can stay until the end of August or later!

PLEASE: Attach a recent photo to the top right corner or arrange for personal interview.

PLEASE RETURN BY MAIL

Date: _____

Name: _____ email: _____

Present Address: _____

_____ Phone: _____

Marital status: _____ Social Security number: _____ (will only be used for payroll & reference checks)

Age: _____ Date of Birth: _____ Sex: _____ Are you legally able to work in the USA? _____

Height: _____ (optional)

Weight: _____ (optional)

Earliest date you can start work: ____/____/____/ Must Leave: ____/____/____/
(Please be as specific as available dates do play a major role in our decision making)

Position desired? 1st choice: _____ 2nd choice: _____

Why do you feel you are qualified to do these jobs? If applying for horse related job, please include a detailed description of your horse experience. _____

Describe your previous work experience. How can your experience help our jobs? _____

Can you drive a standard shift: _____? Do you smoke? _____

Are you currently certified in CPR or First Aid: _____?

Do you know of anything that would prevent you from doing the job/s for which you are applying? (physical impairments, significant illnesses etc.)? _____

List any entertainment skills you can share with our guests: _____

Principle interests, social interest, hobbies, activities: _____

Education:

Name of school	Years attended	Degree received	GPA
(High School)			
(College)			
(Other)			

Are you currently employed? ____ Can we contact your present employer? ____

Are you aware that the job is six days a week? ____

Are you aware that some ranch jobs are more than eight hours per day? ____

Do you have a clean driving record? Please explain any driving violations _____

What position are you in the family? Oldest Youngest Middle

Numbers of brothers? _____ Sisters: _____? Career objective? _____

Do you know any past TRR staff or guests? Y or N If yes, please list: _____

WORK EXPERIENCES: List any previous employment, starting with your most recent job. *Family members are not accepted as former employers*

FORMER EMPLOYERS: (Please include complete ADDRESSES WITH ZIP CODES)

1) Name of Employer: _____

Address: _____ Email _____

Phone #: _____ Fax #: _____ Contact: _____

Position held by you and dates employed: _____

2) Name of Employer: _____

Address: _____ Email _____

Phone #: _____ Fax #: _____ Contact: _____

Position held by you and dates employed: _____

3) Name of Employer: _____

Address: _____ Email _____

Phone #: _____ Fax #: _____ Contact: _____

Position held by you and dates employed: _____

Please return this application, along with your staff agreement, photo and an essay. We will contact you regardless of our decision, but don't hesitate to follow-up with us.

With your signature below, you are authorizing us to contact all references listed below. Responses will be kept in the strictest of confidence.

Signature: _____ Date: _____

Before signing this application, please understand the employee expectations at Tumbling River Ranch. We are well known for our outstanding programs for kids and families. Therefore, we enforce a strict policy of cleanliness and dress codes. For the gals, hair is to be pulled back with shirts tucked in. No excessive jewelry, heavy makeup, visible tattoos or body piercings. For the guys, we expect short to moderate haircuts and a clean-shaven look. No jewelry or visible tattoos. We want to see boots, hats and belts all the time!

STAFF AGREEMENT WITH TUMBLING RIVER RANCH

1. No illegal drugs, narcotics or marijuana permitted.
2. No drinking if under the age of 21. If over 21, drinking is allowed ONLY in staff quarters, in moderation and after evening activities. We prefer staff do not drink in the presence of guests. Those 21 or over are not to obtain or provide those under 21 (either staff or guest) with alcohol. This is a law!!
3. Tumbling River Ranch discourages romantic relationships during the summer season. Physical relationships between staff **are not permitted**. No relationships, romantic, or physical are permitted between staff and guests. Personal relationships among staff will not interfere with ranch operations in anyway.
4. Staff members are not allowed in quarters of the opposite sex at anytime.
5. For safety reasons, you must let the office know if you are leaving the ranch if it is not your day off.
6. No ranch horses, vehicles, or other ranch equipment, tools, or supplies, are to be used for personal purposes except with permission of the Dugan's.
7. Staff members are covered by Workmen's Compensation Insurance for on-the-job accidents. Any claim must be made within 10 days of the accident at the office. Accidents, not related to the performance of your specific job, are not covered.
8. TRR Inc. has the right to re-negotiate with any staff member regarding departure dates or compensation adjustments to ensure smooth business operations.
9. **Staff members that quit/or depart before the above agreed contract date will forfeit tips for that given month.**
10. I understand the compensation plan is based on an hourly system with each job having a designated number of hours to get the work done. I understand that I am applying for an "experience type" job and that some of the experience with guests will not be on the clock. I understand that my presence at guest events will enhance the tips for the overall staff gratuity pool. Therefore, I am agreeing to attend evening activities on a volunteer bases. During the phone interview, I will ask the owners any additional questions I might have regarding compensation, or evening activities.

I have read these rules, understand them and agree that I will follow them and help encourage others to do the same. I understand that if I violate any of these rules, I will be subject to immediate dismissal.

If these are rules you cannot live with, follow or have any disagreement with...please do not return the application

Name _____

Date _____

(For use if hired) In case of emergency, please notify:

