

TERMS AND CONDITIONS FOR PARTICIPANTS

This Agreement is not and shall not be construed as a contract of Employment.

Nothing in this agreement will amount to any guarantee of a place at any Camp.

1. Fees & Application

1.1 To apply to the programme, the fees set out in Schedule 1 are payable.

1.2 Upon receipt of the fees, the Participant will benefit from the following:

- Enhanced background check – if from the UK
- Advice and guidance throughout the year
- Mandatory Orientation days prior to departure to camp
- Work permit documents
- Assistance in obtaining a work permit
- Emergency 24/7 support whilst at Camp
- Travel and medical insurance for up to 77 days

1.3 The following third-party fees will also be payable by the Participant :

- Background check – if from outside the UK
- Biometrics and photo at the airport during work permit processing
- eTa travel visa for Canada
- Return flights
- Travel to and from mandatory events
- Fees for medical forms if required by Camp

1.4 The Participant will provide JCUSA with 3 independent, professional references. The consent of all referees must be obtained when submitting their details.

1.5 The completed application, interview, references, background check will determine eligibility for a place at Camp.

1.6 The Participant will inform JCUSA of any changes in their circumstances, from the date of application for a place on the Programme, to the date their contract with Camp ends. Any false, misleading or withheld information will be grounds for immediate termination from the programme without refund.

1.7 JCUSA will interview the prospective Participant to assess their skills and experience.

1.8 If successful, following interview JCUSA will contact the Participant.

2. Data Protection

2.1 Information collected during the application process will be limited to that which enables JCUSA to carry out the interview successfully.

2.2 Information collected as part of the application will be shared with Camps which JCUSA determines would be suitable. Camp will not be entitled to share such information with anyone other than members of their hiring team and in accordance with our GDPR policy which is available on request.

2.3 JCUSA will only share personal information with relevant third parties where legal requirements can be met.

3. Background Check

3.1 All current and spent (expired) arrests, cautions, warnings, reprimands and convictions must be declared. In the event such details are disclosed, JCUSA will assess whether the application and work permit can proceed.

3.2 JCUSA reserves the right to terminate, without refund, any application by an individual with any convictions, cautions or other criminal history.

3.3 If the Participant is from the UK, JCUSA will process an up to date background check. If the Participant is from outside of the UK, then the Participant must process their own background check.

3.4 The Participant will provide JCUSA with an electronic copy and will take the original with them to Camp.

3.5 If a further background check is required due to local state regulations, this will be undertaken through Camp.

3.6 Any additional fees incurred as a result of any disclosure will be payable by the Participant .

4. Work Permit Process

- 4.1 If the Participant has a Canadian passport, they will be obliged to travel on this documents.
- 4.2 If any work permit and/or sponsor rules are breached, JCUSA/the work permit sponsor will be authorised to terminate your work permit early.
- 4.3 Once JCUSA has received all fees due and the signed contract, (including the contract from the Camp), the work permit process will commence. All Participants are to obtain a work permit before travelling to camp.
- 4.4 All information requested by JCUSA for the work permit application must be provided and must be correct. Any costs incurred as a result of changes required or loss of or damage of paperwork, shall be payable by the Participant.
- 4.5 No refund will be paid if a permit is refused.

5. Your Summer Camp Contract

- 5.1 If the Participant is successful at the JCUSA interview they will be offered a place at a Camp.
- 5.2 A Camp director will interview the Participant. This will be face to face or online
- 5.3 The selection process for Camps is open until May.
- 5.4 Once a place is offered, the contract is between the Participant and the Camp.

6. Travel to Canada

- 6.1 The Participant shall be wholly responsible for their own travel plans and will send JCUSA their travel itinerary. If this information is not received within a month of receiving the Camp contract, JCUSA reserves the right to inform Camp and withdraw the Participant from the programme.
- 6.2 JCUSA will provide instructions regarding travel to and from Camp at least 1 week before travelling. If the Camp are not collecting the Participant from the airport, clear instructions will be given as to how to get to Camp.
- 6.3 JCUSA is not responsible or liable for any changes, cancellations and/or costs incurred for any international, in-transit, domestic, travelling and/or transfers at any time.

Medical and Travel Insurance

6.4 JCUSA provides up to 77 days of fully comprehensive medical insurance beginning on the date of departure for Camp, with Esecutive. This insurance does not cover any Pre-existing medical conditions during the 36-month period prior to departure for camp.

6.5 If the Participant will be away for more than 77 days, they will be required to purchase an insurance extension to cover the entire stay and inform JCUSA of the length of travel. An extension cost of \$4.08 USD per day over the 77 days, will be payable to JCUSA.

6.6 The Participant will advise JCUSA of their required insurance dates prior to departure for Camp. Failure to do so will result in automatically issued medical insurance, for the period of the contract with the Camp. Any additional charges which may be incurred will be payable by the Participant.

6.7 Any pre-existing medical conditions or regular medication must be declared on your JCUSA application form.

6.8 Any excess/deductible, will be payable by the Participant on any qualifying claims.

7. Summer Contract

7.1 Successful Participants will be sent a contract which will state the dates of employment and agreed pay. The contract must be signed and returned to the Camp and to JCUSA via email within a week of receipt.

7.2 Participants pay is set by the Camp and will be specified in the contract. JCUSA set the **minimum** amount, which the Camp must pay for the contract period.

Participant from the UK:	Participant from Israel:	Participant from the Rest of the World:
\$2000 CAD	\$2400 CAD	\$2000 CAD

7.3 JCUSA is not responsible for recovering any unpaid payments.

- 7.4 The Participant is responsible for payment of tax whilst in the USA and shall attend the social security office. JCUSA is not responsible for any part of this process.
- 7.5 JCUSA cannot not accept liability for any decisions or actions made by the Camp.
- 7.6 In the event that a Camp cancels a contract prior to the start date, no refund or compensation will be payable.
- 7.7 If Camp decides to terminate a contract prior to the end date, the Participant's shall cease to be on the JCUSA programme. JCUSA will not be responsible for any costs incurred as a result.
- 7.8 If a contract is cancelled by Camp and the work permit is terminated or cancelled, the reasons for termination can be shared with team members and permit sponsors within JCUSA, having regard to our GDPR policy.
- 7.9 If the Participant leaves Camp or is asked to leave early, JCUSA will not be responsible for any travel arrangements. Participants will provide JCUSA with an updated flight itinerary.

8. Refund and Cancellation Policy

- 8.1 No refund will be payable in the event that the Participant is unsuccessful following any JCUSA or Camp interview, background check, or if they decide to withdraw from the programme for any reason.
- 8.2 No refund will be payable in the event that a Participant is unsuccessful at first interview.
- 8.3 If the Participant withdraws from the programme after acceptance of a place at Camp and work permit documents have been issued, or a work permit is denied, they will be liable for any fees payable.
- 8.4 No refunds will be payable by JCUSA under any circumstances including but not limited to : any events beyond JCUSA's control, the Participant withdrawing from the programme for any reason, Camp being cancelled, natural disasters, acts of war or terrorism, strikes, incidents of politically motivated violence, sickness or quarantine, pandemics, government restrictions or regulations or transportation accidents.

9. General

- 9.1 If the Participant fails to complete any part of the JCUSA preparation or is in the opinion of JCUSA unlikely to participate fully in the programme, they may be withdrawn from the programme.
- 9.2 Participants are required to attend orientation events prior to the commencement of their contract. All costs incurred shall be paid by the Participant.
- 9.3 Participation in the JCUSA programme begins from the initial application to the end of the Camp contract
- 9.4 In the event of any dissatisfaction, all complaints should be sent to JCUSA via email by October 30th in the year the Participant applied for or participated in the programme.
- 9.5 If the Participant wishes to return to Camp for another year, they are required to do so within the JCUSA programme.
- 9.6 If any court or competent authority finds that any provision of this agreement (or part of any provision) is invalid, illegal or unenforceable, that provision or part-provision shall, to the extent required, be deemed to be deleted, and the validity and enforceability of the other provisions of this agreement shall not be affected.
- 9.7 This agreement and the rights and obligations of the parties shall be governed by, and construed in accordance with, the laws of England and Wales, and each party irrevocably agrees to submit to the exclusive jurisdiction of the courts of England and Wales.
- 9.8 The Participant shall abide by all applicable laws and fully defend, indemnify JCUSA and its officers, directors, employees, agents, successors and permitted assigns from and against any claims, liability, obligation, loss and expenses including court costs and legal fees incurred by the Participant or a third party arising out of or resulting from bodily injury, death of any person or damage to real or tangible, personal property resulting from the wilful, fraudulent or negligent acts or omissions of the Participant.
- 9.9 JCUSA and its' affiliates, agents and employees shall not be liable for refunds, claims or costs whatsoever arising from any injury, loss, damage, delay, accident or expense resulting from events beyond JCUSA's control including

(but not limited to) natural disasters, acts of war or terrorism, strikes, incidents of politically motivated violence, sickness or quarantine, pandemics, government restrictions or regulations or transportation accidents.

Returning Participants

10. Any Participants that wish to return back to camp for the following Summer shall return through the JCUSA process and JCUSA will do all the necessary paperwork needed for the whole process.

SCHEDULE 1 – FEES

Participant from the UK:

i. £50	Due before your JCUSA interview takes place
ii. £150	Due within 10 days of place confirmed with camp
iii. £100	Due by 1 st April 2021
Total	£300

Participant from Australia:

i. \$99AUD	Due before your JCUSA interview takes place
ii. \$300AUD	Due within 10 days of place confirmed with camp
Total	\$399AUD

Participant from the rest of the world:

\$150 USD	Due within 10 days of place confirmed with camp
Total	\$150 USD

Participant from Israel:

Total	\$0
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I verify that I am currently at least 18 years old. I confirm that I have read, understood, and agree to abide by the terms and conditions set out by JCUSA. I agree that all information given to JCUSA is 100% correct. I allow JCUSA to send me information and updates via email. I also allow JCUSA to forward my name and email address to other Participants at the same Camp. I allow photos to be taken of me at events, orientation and/or at my Camp to be used for advertising purposes.

I confirm that I have read, understood, and agree to abide by all of the terms and conditions set out by JCUSA.

Yes No

First Name	Last Name
Today's Date	Email Address
Signature	

If under the age of 18 at the time of signing this, to be signed on behalf of parent/guardian:

First Name	Last Name
Today's Date	Signature