

Krabloonik Restaurant and Dog Sledding

MUSHER PACKAGE

Krabloonik
P.O. Box 5517
Snowmass Village, CO 81615
Kennel: (970) 923-4342 Restaurant: (970) 923-3953 Fax: (970) 923-0246
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Welcome to Krabloonik and thank you for your interest in working as a musher in our world-class operation!

KRABLOONIK RESTAURANT AND DOG SLEDDING

WHO WE ARE

We have chosen to specialize within the hospitality and adventure industry by offering only experiences of exceptional quality. Our objective is to be recognized as the company that manages the most memorable, exciting, and tasteful experience available in our area of influence.

We create an event of enduring value using superior skills with superior people, and support them with a deeply instilled ethic of personal service. Doing so allows Krabloonik to satisfy the needs, tastes and demands of our discriminating customers, and to position our brand as a must have and premier luxury hospitality company.

WHAT WE BELIEVE

Our greatest asset, and the key to our success, is our people and our sled dogs.

We believe that each of us needs a sense of dignity, pride and satisfaction in what we do.

Because satisfying our clients depends on the united efforts of many, we are most effective when we work together cooperatively, respecting each other's contribution and importance.

HOW WE SUCCEED

We succeed when every decision is based on a clear understanding of and belief in what we do, and when we couple this conviction with sound financial planning. We expect to achieve a fair and reasonable profit to ensure the prosperity of the company and to offer long-term benefits to our owners, our customers, our employees and our sled dogs.

HOW WE BEHAVE

We demonstrate our beliefs most meaningfully in the way we treat each other, the treatment of our sled dogs and by the example we set for one another. In all our interactions with our clients, business associates, colleagues and dogs, we seek to deal with others as we would have them deal with us.

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MUSHER JOB PROFILE

Our ideal candidate must exhibit the following combination of qualities and attributes:

1. The individual must possess a strong, positive mental disposition. He/she will be working with the same individuals and dogs 6 days/week from **November 1 to May 1**. Working with these dogs requires consistency from the musher at all times. This consistency ranges from an individual's work ethic to the company's system and standards of care and treatment of our dogs.
2. The individual must be extremely well conditioned physically. A normal week consists of 8 to 10 hour days. It is estimated that of the 80 to 100 miles per week on the trail, each musher will run and work alongside the sled 30 to 40 miles per week in winter gear. A loaded freight sled can weigh as much as 750 pounds. Each musher must be physically powerful enough and of sufficient size to safely handle and guide such a sled. *Do not underestimate the physical requirements of the job!*

Minimum Physical Requirements

- a. Twelve fully extended pull-ups
 - b. Minimum forty sit-ups in one minute
 - c. Minimum forty push-ups in one minute
 - d. Seven seconds to run 50-yard dash
 - e. Complete distance of 2 1/2 miles running at 8500 ft. altitude in 25 minutes
 - f. Demonstrate mental acuity under stress and physical exhaustion
3. The individual must be capable of split-second physical and mental responses involved in safe and enjoyable sled trips. Safety of both dogs and guests is of utmost importance. Should a mishap occur, the musher must be capable of handling the situation in a calm and rational manner.
 4. The individual needs to be very "Outdoor Oriented" and capable of communicating this profile. A musher must be compatible with working in harsh weather conditions. **Work continues regardless of weather!** The guest's sled trip is always enhanced if the musher is knowledgeable of various outdoor subjects. Questions may include local flora and fauna, names of area mountains, the history and fundamentals of dog sledding, etc. If you are truly interested in this position, this knowledge will come quickly and easily.
 5. The individual needs to present a personal appearance that complements the company.
Clean and neat!

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MUSHER PROFILE (based upon over 40 years of employing

mushers) Typical Physical Characteristics but not limited to - as a minimum:

- Physically Fit
 - Loves dogs, the outdoors and working with others
 - Commitment to Excellence, to the job, to hard work, yourself, guests, dogs, team mates, to the trail and the Krabloonik way of life
 - Strong sense of Honor and Integrity
 - Good Common Sense
 - Good Sense of Humor
 - Physically and mentally fit for high-altitude climate
 - Responsible and accountable for your dogs, the kennel, equipment, the trail, the guests and co-workers of Krabloonik
 - Willingness to be able to respond to authority with good will
 - Ability to follow through to careful completion
 - Know that the Krabloonik system is an established one and requires total commitment
 - Team Player
 - Capable of independent thinking and ability to follow through and carry out instructions
 - Ability to comply with all legitimately made demands

In general, good physical and mental health and must be assured that you can respond to the demands of close community living and hard manual labor.

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MUSHER JOB OVERVIEW

The dog sledding season is from **November 1 until May 1** of each year. It is important to know that this job is not an easy one! Mushers work 8-hour+ days, 6 days/week for the entire Snowmass winter season. The early season is undoubtedly the hardest on all drivers due to environment, higher altitude, new physical and mental demands. The holidays give us the biggest push and can be a trying time for all as we go from a minimum number of sleds to the maximum in a very short amount time. When the Christmas and New Year's rush has ended, a comfortable routine will be maintained.

Until there is sufficient snow to sled on, each new musher will be involved in numerous kennel and trail building duties. The idea is to have the new mushers spend as much time as possible with the dogs and other team members of the crew so that a good, strong relationship is built. Running a dogsled requires extreme teamwork. Each musher must earn the love and respect of the dogs and it takes time to establish this bond. The more the musher knows about each individual dog, the easier his or her task will be. The musher will learn each dog's name, his or her personality, where they live, which position each dog can and will run, who works well with whom, etc.

There is much work, other than dog chores, to be completed before our sledding season begins. These chores can include cutting firewood, repairing sleds, mending harnesses, repairing and leveling dog platforms, trail work, bridge building, and running dog teams with the 4-wheeler. Prior to the sledding season beginning, we will feed and water the dogs in the morning, clean the kennels and attend to any necessary veterinary work. Veterinary work is of great importance and is performed right after feeding unless there is an emergency.

A TYPICAL DAY...

Once we begin sledding, mushers must be ***completely ready for work at 8:00 am sharp***, when we begin by cleaning the kennels, feed the pups (we shift to feeding the dogs in the afternoon), medicine administered, watering is begun, and the sleds are set to go by 8:45 am. The morning trip leaves the kennel at 9:00 am. The sled trip can take up to two and a half-hours depending upon snow conditions (snowfall means a slower trip). The majority of trips takes approximately 1 hour.

Employee lunch is served at 12:00 and we strive for an hour lunch break, however, any chores or special tasks must be completed after eating. At 1:00 pm the sleds are prepared for the afternoon trip and the sleds leave at 1:30 pm and return by 3:45 - 4:00 pm. Then the dog feeding begins, which takes about an hour. Mushers driving sleds for the Twilight Ride, must have the sleds ready to go at 4:00 pm and will return around 6:00 pm. Those dogs must be fed, then clean-up of kennel building and all gear stashed away before going to the restaurant for dinner. Like we said, **"It's hard work and a long day!"** These are 'typical times' but all times may vary depending on the day, the season and the time of year.

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A TYPICAL DAY...CONTINUED

Employee dinner is served at 5:30 pm – *or at the end of the workday*. It is important to remember that when dealing with animals, they must be well taken care of and this can mean the work is to be done no matter how long it takes or what time of day. Also, with the large number of dogs we have at Krabloonik, there are times at night when dogs slip their collars, break their chains, etc. They need immediate attention regardless of the time of day or night. When showing up at the restaurant for dinner, all mushers are expected to be cleaned up, clean clothes, body, shoes etc..and are expected to behave in the most respectful manner possible as there are other guests eating in the restaurant at the same time. Please entertain conversation with your guests who might be in the restaurant, especially children. Your guests are interested in you and your lifestyle so please be courteous and talk with them if they would like to talk with you more in the restaurant.

KRABLOONIK RESTAURANT AND DOG SLEDDING

IMPORTANT DETAILS

DOG HANDLING AND KENNEL MANAGEMENT

It is the responsibility of each driver to take the utmost care of each dog in his/her section and oversee all dogs in the kennel. **Cruel and inhumane treatment of the dogs, (that implies any action or non-action causing pain or suffering to a dog) will not be tolerated. Failure to adhere to this rule is cause for immediate dismissal and forfeiture of any and all bonus money and benefits.** Consistency in your training and care for your dogs, complimented with an even temperament, will result in a well- disciplined and responsive team. Each dog is to be fed, watered, and medicated (when prescribed) and the kennel is to be cleaned daily.

BEHAVIOR TOWARD GUESTS

A professional and courteous personality is expected from all drivers when dealing with guests of Krabloonik. **Away from the workplace, our drivers are expected to carry themselves in this same manner.** No profanity is tolerated on site at Krabloonik. Musher's represent Krabloonik and are often in contact with potential customers. Drivers are to be polite, helpful, and understanding to all guests. Maturity and a positive disposition toward guests and other employees are also important. Furthermore, numerous questions will be asked and a musher must be knowledgeable about the dogs, history of Krabloonik and general information concerning the surrounding area (including the trail and community).

SAFETY

SAFETY, SAFETY, SAFETY! While on the sled, safety is very important. Conditions on the trail change daily and on some days, by the hour. Safety orientation will be part of the training process and each driver will be required to complete a CPR class in early December. Radios and first aid kits will be located on each sled for emergency use. If a problem does exist on the trail, the driver should be prepared to handle the situation in a calm and rational manner.

Each driver must be able to focus and concentrate on what is happening on the trail, not only with your own sled, but also, those in front and behind yours. We do have hikers, skiers, and snowshoers that often times will have loose dogs with them. **You must be prepared for surprises anywhere and at any time.** Personal injury and dog entanglements can be avoided simply by paying attention.

Kennel safety is also very important. The kennel is a very busy area with almost 250 dogs, a full staff of drivers, other staff, and guests. Dogs are constantly being moved around the kennel and from the kennel to the sleds.

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IMPORTANT DETAILS...continued

PERSONAL HYGIENE

At Krabloonik, a clean, neat, and professional appearance is expected. A washer, dryer, and shower are provided for the sole use of the dog sled drivers living on the premises. During the course of the workday, clothes and bodies must be kept clean. Excessive body odor and questionable personal hygiene will not be tolerated or accepted by management. Hair must be kept neat in appearance. Long hair must be clean, brushed and tied back. Facial hair is acceptable as long as it is kept clean and groomed.

Personal and living space cleanliness is important for many reasons. Poor hygiene can cause infections, ill health and discord within the kennel, with guests and management. When working with raw meat, animal fat, excrement etc..it is of the utmost importance to wash hands frequently, wash clothing daily and wear clean clothes the following day.

Failure to adhere to these expectations can result in termination of employment and loss of your bonus.

FIREARMS ON PREMISIS

At Krabloonik we have several employees living on site as well as visiting guests, children and of course the dogs. We prohibit anyone possessing or keeping firearms anywhere on the Krabloonik property. This is for the safety of your fellow coworkers, guests and the Kennel as a whole.

Failure to adhere to these expectations can result in termination of employment and loss of your bonus.

On site Housing

The housing is contingent on employment at Krabloonik. If for any reason you are no longer employed by Krabloonik you will forfeit your housing benefit. You would have 24 hours to find alternate housing.

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ACKNOWLEDGEMENT OF RECEIPT

I hereby acknowledge that I have received a copy of Krabloonik Musher Handbook (the "Handbook") on the date set forth below. I understand that the Handbook is not a contract but provided guidelines and summery information about certain of the personnel policies, procedures, benefits and rules of conduct. I also understand and agree to the following

_____ It is my responsibility to read, understand, become familiar with, and comply with the established standards which I agree and understand may, from time to time and without prior notice, be supplemented, modified, deleted, revised, or as the business deems necessary or appropriate.

_____ Harassment and discrimination based on sex, race, color, national origin, ancestry, religion, disability, veteran status, sexual orientation, marital status, and age or any other protected characteristic are not tolerated in the workplace as provided in this Handbook.

_____ Either Krabloonik or I may terminate my employment at will, with or without cause. I also acknowledge that the at will nature of my employment will continue throughout my employment with Krabloonik and can only be modified by an express written agreement signed by the General Manager.

_____ I further agree to keep my appearance clean and neat at all times. Long hair will be brushed and pulled back. Beards will be clean and neat in appearance. There will be no tolerance for dirty clothing/gear or poor personal hygiene and could be cause for termination.

_____ I also understand that it is the responsibility of each driver to take the utmost care of each dog in his/her section and oversee all dogs in the kennel. Cruel and inhumane treatment of the dogs, (that implies any action or non-action causing pain or suffering to a dog) will not be tolerated. Failure to adhere to this rule is cause for immediate dismissal and forfeiture of any and all bonus money and benefits including housing.

_____ I also understand that the onsite housing is a benefit of employment by Krabloonik. If for any reason you do not work for Krabloonik you will be expected to vacate the premisis within 24 hours of employment ending.

I have read the entire Musher Package and fully understand its content. I have been given ample opportunity to ask questions concerning the Musher employment policies at Krabloonik. I accept and agree to adhere to and follow all that is outlined in this Musher Dog Sledding Package.

Employee Name (Please Print) _____

Employee Signature _____ Date _____

Manager Name (Please Print) _____

Manager Signature _____ Date _____

KRABLOONIK RESTAURANT AND DOG SLEDDING

BENEFITS

OVERVIEW

Since our jobs are dependent upon the throes of nature and the whims of guests, it is difficult to tell you a mushers' income potential. The salary, room/board, and bonus rate are guaranteed and the final bonus amount depends on the number of guests you accommodate, overall performance and care/treatment of your dogs. The estimated bonus values were calculated by meticulous tracking of income by former mushers. The values are accurate for the season they occurred, but may not predict incomes for other mushers. They are, however, our best indicators of a typical musher income.

LIVING AT KRABLOONIK

Because we live in an exclusive ski resort town, local employee housing is expensive and can be difficult to obtain, so new mushers are required to live on site. Krabloonik provides a shared, dorm-style living arrangement including bed, shared bathroom, living room, washer/dryer, and all utilities paid. We estimate housing costs by calling the local employee housing provider: a 2-bedroom apartment rents for approximately \$2,100/month without utilities. The availability of local housing is slim with many people waiting 2 to 3 years for these affordable apartments. Staying at the kennel is therefore a convenient, cost-effective means of living and is provided free by Krabloonik (estimated value \$1050). **No personal pets are allowed at Krabloonik.**

EATING AT KRABLOONIK

Meals are provided for all mushers at Krabloonik. Food is expensive in the resort towns of Aspen and Snowmass and the cost of groceries or eating out can be prohibitive. Meals are high in protein, fat and carbohydrates. A majority of the meals contain poultry, fish or meat. With the amount and type of physical work involved in being a musher, this is an appropriate diet. Please note that we cannot accommodate any special dietary requests. Note: you do not want to purchase, prepare, and clean-up all the meals you will be eating. It would be too time consuming and expensive. Board is provided to all mushers at an estimated value of \$500/month.

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BENEFITS...continued

A. ROOKIES (living at kennel) Salary: \$800.00/month

Board: Provided (Breakfast, Lunch, Dinner) Room: Provided

Bonus: Potential of \$1,800 to \$2,300

Deferred Bonus will be paid after the season end and will be based upon:

- Must remained employed as a Krabloonik Musher the entire season (**November 1 until May 1**). **Departure prior to May 1st will result in at least a bonus penalty of 100%.**
- Adherence to all regulations as outlined in the Dog Sledding Package
- Amount will be calculated on the number of guests driven x \$6.25/guest
- Minimum number of 200 guests must be driven during the full season to qualify for season end bonus

Each new musher will be assisted in driving the dogsled by a veteran musher until both parties are convinced that the new musher is capable of safely driving the sled. Once a new musher begins soloing his or her sleds, then the musher's "deferred bonus" originates. The \$6.25 per individual taken in the sled is set aside to be paid the musher providing that he or she completes the contracted work period (Nov. 1-May 1). If the musher resigns from Krabloonik or is dismissed from Krabloonik, then the "deferred bonus" is negated.

B. SECOND YEAR DRIVER (living at kennel) Salary: \$ 1,000.00/month

Board: Provided (Breakfast, Lunch, Dinner)

Room: Provided

Bonus Potential of \$2,700 to \$3,100

Deferred Bonus will be paid after the season end and will be based upon:

- Must remained employed as a Krabloonik Musher the entire season (November 1 until May 1)
- Adherence to all regulations as per outlined in the Dog Sledding Package
- Amount will be calculated on the number of guests driven x \$8.25/guest
- Minimum number of 250 guests must be driven during the full season to qualify for season end bonus

C. THIRD YEAR DRIVER (living at kennel) Salary: \$1,400.00/month

Board: Provided (Breakfast, Lunch, Dinner)

Room: Provided

Bonus Potential of \$3,600 to \$4,000

Deferred Bonus will be paid after the season end and will be based upon:

- Must remained employed as a Krabloonik Musher the entire season (November 1 until May 1)
- Adherence to all regulations as per outlined in the Dog Sledding Package

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BENEFITS...*continued*

- Amount will be calculated on the number of guests driven x \$10.25/guest
- Minimum number of 300 guests must be driven during the full season to qualify for season end bonus

NOTE: Second and Third Year Sled Drivers are expected to increase sled handling skills every year and act as mentors to the rookie mushers.

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ADDITIONAL BENEFITS

COMPLIMENTARY DOG SLED RIDE POLICY

Each driver is offered one complimentary sled ride for two people during the season (this does not include the twilight ride, and is not to be carried over to future seasons and non-transferable). Drivers can use this comp ride for friends or family during our regular program only. Please make reservations through our dog sled coordinators. You must follow the same requirements as our paying customers by canceling 48 hours from departure date or failure to do so will result in the forfeiture of your ride. You will drive the sled and may eat lunch with your guests if you so desire, however, this ride does NOT count toward the bonus.

BONUS PACKAGE CRITERIA

- Bonus package is based upon the following criteria:
- Musher must complete the entire season – **November 1 until May 1**
- Musher must drive their designated number of guests
- Musher must follow and adhere to all of the rules and regulations as set forth in the Musher Package. Any disciplinary action taken may constitute disqualification to season end bonus.
- Your team of dogs **MUST** be in good health and well taken care of.
- Quality of Dog Care will be the final judgment on your Bonus**
- Musher must have NO problem rides – bonuses may be deducted or forfeited for the following reasons:

Flipping Sleds

Dogs Breeding and Dog Fights

Sleds going off the trail

Hitting Trees

Guest complaints

Running Skiers off the trails

Injuries to guests or musher(s)

Inability to complete the sled ride

Daily chores and responsibilities must be completed every day except day off

Chronic tardiness and abuse of telephone privileges

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ADDITIONAL BENEFITS...*continued* TIP POLICY

Tips are at the sole discretion of the guests. They are not to be expected every ride, and no soliciting is allowed. Cash tips given to Krabloonik for each Musher will be distributed no later than the same pay period as received. Credit card tips will be distributed in the same pay period as the tip is received.

Tips will be shared when assistance is given to each Musher from other kennel employees. Tips will be shared equally among drivers when there are two or more sleds in the same group. Veteran Mushers will share equally their tip when assisted by a Rookie.

The recommendation is for each Musher to give \$2.00 per sled to the assisted employee/Lead outs.

ON A FINAL NOTE

I realize that you have just been given a lot of information to digest! Please feel free to call with any questions or concerns you may have. It is our goal to have a mutually beneficial relationship and one that will result in years of working together.

Dan and Gina Phillips
OWNERS/
OPERATORS

KRABLOONIK RESTAURANT AND DOG SLEDDING

DIRECTIONS TO KRABLOONIK

Take I-70 to Glenwood Springs exit. Stay in right lane after exiting, taking a right at the lights, then bear around to the right and over the bridge. This is Highway 82. Stay on 82 for about 35 miles, passing through the towns of Carbondale, El Jebel and Basalt. Keep your eyes open for signs for Snowmass Village (NOT SNOWMASS). Highway 82 will be four lanes from Glenwood Springs to Old Snowmass, then will turn to two lanes, then four again. Take a right at the second light after highway turns back to four lanes – there will be a big ranch with a red barn on your right. This is Brush Creek Road, the entrance to Snowmass Village. Stay on Brush Creek Road approximately 4.5 miles, past the Conoco gas station, and look for a fork in the road with a sign in the middle of the fork saying, “Upper Village”. Take a right at the fork (last entry on the sign will be Divide Road). About three-quarters of a mile you will see our parking lot on your right. Walk downstairs: The first building is the restaurant; the lower building is the kennel.



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