



Raven Adventure Trips, Inc.
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2008 GUIDE OVERVIEW

March 22, 2008

Dear Adventurer:

We will be celebrating our 37th year in the river business and offer trips from May through September. RAVEN provides half to three day raft and kayak trips on the **Arkansas River** based in Cañon City, Colorado. Our RAVEN base in Hot Sulphur Springs, Colorado offers full and multi-day raft and kayak trips on the **North Platte River** and ½ to multi-day raft and kayak trips on the **Colorado River**.

If you're looking for one of the most elite summer jobs you'll relish your entire adult years, we encourage you to return our application immediately. Once we receive your application, we will contact you for an interview (in-person or by telephone). We're looking for applicants with an active outdoor lifestyle, physically fit and possess integrity. We want guides who place customer safety, enjoyment and satisfaction as their #1 priority. Someone able to lead and still follow; someone who is mature, respects themselves and others, good hygiene, caring and who isn't satisfied until the best job is done.

TRAINING OVERVIEW: Upon acceptance into our 3-Week training program, we ask for a \$200.00 non-refundable payment, with the balance of \$250.00 to be paid by April 30th. You will be responsible for providing your own living arrangements and meals, during training. **LUNCH IS PROVIDED.** Living arrangements and meals after training will be your responsibility and should be near your base of operations. Networking is widely available.

Raven's Training Program begins the evening of May 18th to June 8th. Your three-week training is an invigorating, sometimes grueling program, far exceeding state requirements for becoming a certified raft guide. You will receive 100 hours of on-the-water-training, in addition to an extensive three-day program through **Rescue 3 International**, which incorporates the most recent trends and technologies of rescue techniques. All Raven staff will be *certified Whitewater-Rescue-Technicians™*.

Acceptance into the training program does not guarantee you a job. In order to become an **Elite Raven Lunatic**, you must first pass RAVEN'S training program; including class work, 100 hours of on-the-river training and passing your maiden trip on a class III-IV section of the Arkansas River. *What sets us off from other companies is our attitude that completion of formal training does not mean your training is over.* Additional training may be necessary if water is very high or there are significant changes in water levels. Also, all guides are expected to continue working on their skills and knowledge level.

MINIMUM GUIDE REQUIREMENTS - Before you can work as a guide for RAVEN you must:

1. Be 18 years of age, before May 18th of 2008.
2. Have a high school diploma.
3. Certification in First Aid and CPR by May 18th and valid thru September 2008.
4. Complete the training program to RAVEN'S satisfaction.

ESSENTIAL ITEMS by the end of training, as a professional guide...**these items can be purchased through RAVEN, at a significant discount.**

- a. *PFD
 - b. Waterproof watch
 - c. *River rescue knife approved by RAVEN
 - d. *A minimum of two carabineers
 - e. *One Prusiks
 - f. *First Aid Kit with minimum contents as specified by RAVEN
 - g. *Dry bag
5. Sign a two year no compete contract.

ALL RETURNING GUIDES will be participating in the **Rescue 3 International** three-day program, for a fee of \$150.00; *recertification* is valid for three-years as a **Whitewater-Rescue-Technicians™**.

EXPERIENCED GUIDES interested in guiding for Raven, are required to spend several training days on the Arkansas River and participate in the **Rescue 3 International** three-day class for a fee of \$300.00 if never certified before; certification is valid for three years as a **Whitewater-Rescue-Technicians™**. Copies of your training record (50 hours minimum) are required, along with documented rivers and river miles incurred after training, as a commercial guide.

In the event that a trainee drops out of the program there will be no refunds. Trainees must sign (on guide application) a covenant not to compete for a period of two years from the end of training, You will not compete with RAVEN by engaging in any aspect of the river business within the states of Colorado or Wyoming.

PAY SCALE AND PAY POLICIES - All guides are assigned a pay scale rating, from LEVEL I through LEVEL IV. New guides start out at the LEVEL I rating and move up at intervals corresponding roughly to each season of "full-time" guiding experience. **Dedicated *Hot Sulphur Springs* rookies starts at level II pay.**

RAVEN pays on the 5th for the pay period ending on the last day of the previous month and on the 20th for the pay period ending on the 15th. Advance against pay is not allowed.

PAY SCALE AND PAY POLICIES - Basic guide pay for full-day trips:

LEVEL I	\$50 per day
LEVEL II	\$55 per day
LEVEL III	\$60 per day
LEVEL IV	\$65 per day

Pay for special jobs and half days are covered in the Raven Staff Handbook.

We strive to be a leader in establishing a quality river experience through high standards and hard training. This commitment to our guests, to the rivers and to river recreation is just one of the many great benefits you'll find at RAVEN. As one of the oldest commercial river outfitters in Colorado, RAVEN is concerned with much more than just providing safe, fun, exciting, memorable rides down the river. We're involved in numerous efforts to improve and preserve the river environment and economic viability of river running in Colorado.

Raftfortheunofit, Art Krizman, President