

MEMORANDUM OF UNDERSTANDING/CONTRACT FOR SERVICES

This contract describes an agreement between *Outward Bound Adventures, Inc.* (OBA, Inc.) and the Mountains Recreation and Conservation Authority (MRCA), hereafter identified as the 'Client.' OBA, Inc. agrees to provide the 'Client' with the following services:

Scope of Services

As with all work programs implemented by OBA, Inc., youth employed under this agreement will be exposed to four (4) key development areas: 1) physically challenging work to build self-confidence, a sense of accomplishment and promote physical well-being, 2) environmental education in the form of ecoliteracy activities to develop the employees understanding of the natural world, 3) teambuilding and leadership activities to promote a positive sense of community and self among all crew members, and 4) the principals of Leave No Trace to foster the importance of stewardship for nature and respect for others.

OBA, Inc. agrees to provide an Environmental Restoration Team (ERT) consisting of high risk, low income, urban youth selected by Outward Bound Adventures. A crew leader and six (6) crew members will work as a single crew. OBA, Inc. will fulfill all Human Resources responsibilities for the crew members.

OBA, Inc. will provide for transportation to the designated work site, supervision, liability insurance, worker's compensation insurance, and limited medical insurance. OBA will select and secure two (2) work uniforms for each crew member.

OBA, Inc. will provide an orientation meeting for crew members to review expectations, demands, goals and objectives of the ERT program as well as to introduce the goals and objectives of OBA, Inc. OBA will provide tool and safety training.

The Client will provide training of crew members in the tasks they are to perform. The Client will provide a staff person to conduct eco-literacy lessons with the crew so as to develop their knowledge of watershed restoration, the local flora and fauna, and an understanding of the issues regarding invasive species. The Client will provide any specialty tools and requisite training necessary for the work to be performed under this agreement.

OBA, Inc. has secured Insurance from Armstrong/Robitaille Insurance Company sufficient to protect MRCA from liability as a result of any injury to a program participant. OBA will utilize the above said policy to hold the 'Client' and its employees harmless from liability for participation in this program. Furthermore, OBA, Inc. will name MRCA under our additionally insured roster.

Schedule

The 'Client' agrees to contract the services of OBA, Inc. for services rendered over a one (1) year period beginning August 1, 2007 and ending July 31, 2008.

The ERT crew will be scheduled to work two (2) days a week, up to sixteen (16) hours a week. On-site crew work hours are to be from 8am to 4pm with a paid one (1) hour lunch/instructional break. Additional hours may be scheduled during the Winter and Spring school breaks.

Estimated Cost

The 'Client' agrees to pay OBA, Inc. for the scope of services detailed above in the amount outlined below.

Outward Bound Adventures

Five Month ERT Crew Budget

	# of Employees	Hours per Week	Rate of Pay	Cost per Week	Total 20 Weeks
LABOR					
Project Coordinator	1	4	\$ 17.00	\$ 68.00	\$ 1,360.00
Crew Leader	1	16	\$ 14.00	\$ 224.00	\$ 4,480.00
Crew Member	6	16	\$ 9.00	\$ 864.00	\$ 17,280.00
Total Wages	8	36		\$ 1,156.00	\$ 23,120.00
Employer Taxes	7.75%				\$ 1,791.80
Worker's Compensation Insurance	11.40%				\$ 2,635.68
				Total Taxes & Payroll	\$ 24,911.80
				Personnel Subtotal	\$ 27,547.48
Travel Expense					\$ 12,000.00
Equipment Rental	\$ 70.00				\$ 490.00
				Non-personnel Subtotal	\$ 12,490.00
Overhead	20%				\$ 5,509.50
				Program Total	\$ 45,546.98