



BUNKHOUSE RULES & EMPLOYMENT HOUSING AGREEMENT

The Bunkhouse is a shared living space that requires cooperation, respect, and consideration from all guests. The following rules and agreement have been established to ensure a safe, comfortable, and enjoyable stay for everyone. We ask that you read and follow these rules carefully. This Employee Housing Agreement ("Agreement") is entered into between Camtu's Alaska Wild Seafoods ("Employer") and "Employee" on "Date" as defined above, for the purpose of providing the Employee with housing during the term of their employment with the Employer.

The Employer shall allow the Employee to occupy the Camtu's Alaska Wild Seafoods' "Bunkhouse", (mentioned as "the Premises" in this document) subject to the terms and conditions specified in this agreement, contracts, handbooks, signs, and/or postings.

The Employee shall obey the following Bunkhouse rules, which may be modified from time to time by the Employer pertaining to the Premises and Employee's occupancy thereof. It is also the Employee's responsibility to read, understand, and comply with the terms and conditions stated in this document.

EMPLOYER RIGHTS

The performance of duties by the Employee for the Employer under an employer-Employee relationship, specified by the Employment Contract between them is the major consideration for the Employer's agreement to allow the Employee to occupy the Premises.

The Employee agrees to pay a rate defined in the initial Employment Contract to authorize the stay within the Premises. The accumulated daily rate for housing will be deducted from the each proceeding bi-weekly paycheck.

The Employee may no longer occupy the Premises and shall immediately vacate the Premises should any of these events occur:

- a) the Employer-Employee relationship between the Employer and Employee ends, voluntary or involuntary;
- b) Employee is unable to perform the Employee's duties for Employer, regardless of the reason for or duration of that inability;
- c) the Employer, for any or no reason, notifies the Employee that Employee may no longer remain on the Premises;
- d) the Employee destroys any property in the Bunkhouse;
- e) the Employee threatens physical or verbal violence;
- f) the Employee fails to maintain cleanliness, respect, and maintenance for his/her area;
- g) Or any justifiable reason or cause to permanently remove the Employee from the Premises.

Management reserves the right to terminate your stay at any time for any reason. This includes violations of these rules, disruptive behavior, or any other behavior deemed inappropriate. Camtu's Alaska Wild Seafoods is not responsible for any expenses incurred as a result of a termination of stay. This includes travel expenses, lodging, and any other costs associated with leaving the Bunkhouse.

The Employer may often rearrange bedding arrangements to make accommodations for health and safety reasons of other Bunkhouse tenants.

The Employer and its agents at all reasonable times may enter and inspect the Premises and all personal property to ensure that the Employee is complying with this Agreement. This is to ensure the continued safety of other tenants within the Premises.

RESIDENTIAL RESPONSIBILITIES

The Employee must be respectful of others in the Bunkhouse. This is regarded in terms of noise level, privacy, consideration of others, health, and safety.

The Employee shall keep the Premises, its grounds, and his/her bed area clean and maintained. This includes:

- a) Pick up after yourself;
- b) Do not pour grease in drains;
- c) Keep food in containers or refrigerator;
- d) Clean dishes and counters after each meal;
- e) Clean bathrooms 1x per week;
- f) Take out trash at least 1x per week;
- g) Clean up any garbage around house;
- h) Keep window screens in place;
- i) Keep the area outside the house clean and free of garbage or unwanted items;
- j) Maintain general cleanliness and hygiene;
- k) Do not flush any feminine hygiene products down toilets;
- l) Overflow toilet paper into the toilet bowls;
- m) And more.

Smoking is strictly prohibited inside the Bunkhouse and within 25 feet of the building. Smoking is only allowed in designated outdoor smoking areas.

Report any maintenance issues to the Bunkhouse manager immediately. This includes clogged toilets, broken fixtures, and any other issues that require attention.

The Employee must not move or remove furniture or other items from the Bunkhouse. Any damage caused to furniture or other items may result in additional charges.

The Employee may not modify the Premises, unless there is valid concern for the safety and privacy of the tenants within, but only with the Employer's prior consent.

Keep your personal belongings in your designated area. This includes your bed, locker, and any other storage areas provided.

Do not use beds or linens that do not belong to you. This includes pillows, sheets, and blankets.

QUIET RULE

The Bunkhouse is a place for the Employee Employees to rest and relax; it is Alaska Wild Seafoods' goal to provide a quiet and safe atmosphere for Employees. All Employees must understand that the right of Employees to rest and relax take precedence over the right to make noise that disturbs others. The 24-hour quiet courtesy policy stipulates that if another person (fellow Employee, staff, neighbor, etc.) asks you to control the noise level in and around the Bunkhouse, you are expected to comply with the request. Some examples of bothersome noise include loud music or instrument playing, loud and/or obnoxious behavior, disorderly actions. The Employee shall respect and comply with quiet hours set by the signage posted on the Premises.

VISITORS

Individuals that are not employed by Camtu's Alaska Wild are not allowed on the Premises. This includes friends, family, and other guests. Visitors are subject to the same rules as guests. Any violation of these rules may result in the termination of their stay. Any visitors found on the Premises will be asked to leave immediately. Alcohol and illegal drugs are not allowed on the premises. Any Employee and/or the visitor(s) found to be under the influence of alcohol or illegal drugs will be asked to leave immediately.

ALCOHOL

Alcohol use is prohibited at the Bunkhouse. In the interest of maintaining a restful and relaxing atmosphere in the Bunkhouse Employees are asked to consume alcohol off site and to maintain a respectful demeanor when present at the Bunkhouse. Eviction can occur if the Employee's violation of this policy threatens the



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health, safety, or right to peaceful enjoyment of the premises by other Employees.

DRUGS

Absolutely no use, possession, or the selling of drugs on the property by the Employee, family member of an Employee, or guest of the Employee. This includes the use of prescription drugs without a prescription. The first offense will be considered a violation of residency and is subject to immediate termination of residency and employment. This also includes marijuana. Possession, use, or being under the influence of marijuana on any company owned property is strictly forbidden and is grounds for record strikes and/or termination of employment.

To ensure the health and safety at work and of the tenants residing within the Bunkhouse (defined below), the Employee expressly agrees not to possess and/or use drugs while in the Bunkhouse. To ensure compliance with this requirement, Employee hereby authorizes the Employer, officers of the Employer, police enforcement, and/or drug canines to access the Bunkhouse and personal property in the Bunkhouse, at any time and without advance notice. Should there be any offense or discovery of drug possession or use in the Bunkhouse, the offenses shall subject Employee to discipline, including but not limited to immediate termination. For purposes of this provision, "Bunkhouse" shall be defined as the following areas: rooms (including the beds within) labeled A through M, the common/recreation room(s) of the Premises, surrounding exterior yards of the Premises, and other property belonging to the Employer.

WEAPONS AND/OR FIREWORKS

The possession, storing, carrying, or use of any weapon, ammunition, or explosive by any person, except authorized law officers and other persons specifically authorized by Alaska Wild Seafoods, is prohibited in the Bunkhouse, company-owned or controlled property, and at any company sponsored or supervised event or activity. Weapons, ammunition, and explosives are defined as any firearm (including but not limited to pistols, rifles, shotguns, BB guns, paintball guns, flare guns, tranquilizer guns, stun guns, zip guns, spear guns, dart guns, sling guns, air guns, or spring guns), that propels a pellet of any kind with a force that can be reasonably expected to cause bodily harm: bows and arrows, dirk knives, switchblades, or other dangerous knives; any striking instruments (including but not limited to clubs, truncheons, blackjacks, sandbags, or metal knuckles; any weapon used in martial arts; smoke grenades and explosives (including fireworks); and dangerous chemicals (including but not limited to lighter fluid).

SAFETY RULE

Employees should not do or keep anything in the apartment that will affect the insurance on the building or the contents of the building against fire or other hazards or affect the rate for such insurance. Employees should not do or keep anything in the apartment that violates any laws or government regulations, nor permit any guests or visitors to do any act which is prohibited in these regulations. Bunkhouse interiors and exteriors must be maintained in a safe and sanitary condition. Sidewalks corridors, walls, stairways, and landings cannot be blocked with trash, furniture, luggage, etc. Any items found blocking these areas will be disposed of at the Company's discretion. Employees should not bring into or keep any explosive, dangerous, or unreasonable offensive substance in the apartment and/or building. Paper, plastic wrap/adhesive, and foil should not be attached to walls.

VANDALISM

Employees should not carry out vandalism on any property of Camtu's Alaska Wild Seafoods or on the belongings of fellow

Employees in the Bunkhouse. This includes any furniture, appliances, and household items provided by Camtu's Alaska Wild Seafoods that reside in the Bunkhouse. Violators will result in disciplinary action such as a fee deducted from the following paycheck and a strike in the Employee's employment record. The Employee, at the Employee's expense, shall repair any damage to the Premises caused by the Employee's acts or neglect. This shall be paid at the cost of the Employee.

VIOLENCE

Absolutely no violent acts or threats of violence by Employees, family members of the Employee or guest of the Employee will be tolerated. This refers to physical acts of violence or threats to harm a person or property. Abusive behaviors, whether verbal, psychological or physical, are also considered violence. Camtu's Alaska Wild Seafoods does not tolerate violence. Any such behavior will trigger appropriate disciplinary action, up to and including termination of residency and employment.

PERSONAL POSSESSIONS

Camtu's Alaska Wild Seafoods is not liable for any loss, damage, or theft of property in the Bunkhouse or other Company owned or operated properties. Camtu's Alaska Wild Seafoods is not responsible for any theft of money. Employees are responsible for their own personal belongings within the bunkhouse.

The Employer may perform an inspection of property belonging to the Employee if there are any reasonable evidence of theft. The Employee and his/her area is also subject to third-party inspection from local authorities.

DISCIPLINARY CONSEQUENCES

Violation of the above listed Bunkhouse rules will trigger appropriate disciplinary action, up to and including termination of residency and employment. These rules are in place to ensure the safety and comfort of Bunkhouse residence, Camtu's Alaska Wild Employees, and the surrounding neighborhood and community. Any violation of this Agreement and/or Bunkhouse Rules may result in an employment record "strike." If an Employee accrues a total of 3 (three) record strikes, the Employee may forfeit all season benefits. If an Employee accrues a total of 5 (five) record strikes, the Employer-Employee relationship shall be terminated. The Employee authorizes the Employer to deduct from the Employee's wages any amount in which the Employee must pay to the Employer for housing under this Agreement for due housing and meal fees, property damages, and/or other violations.