



## Theodore Roosevelt Medora Foundation - Retail Sales Attendant

### HOST INFORMATION

**Company Description:**

*350 seasonal employees from over 20 countries come to Medora each year to help make unforgettable attractions have a personal touch for the traveling guests. Many of our former summer staff have told us the same thing their summer in Medora was the .....*

*So we're glad you're interested in working with us! You'll get to meet people from all over the nation and world, get experience in lots of different parts of the tourism industry, learn from a great management team and some AMAZING volunteers, and, for our student staff, have a chance to earn a scholarship at the end of it all.*

*Not only do you get paid to work and learn in North Dakota's #1 Tourist Destination, and you also get to explore the beautiful Badlands. You can check out Theodore Roosevelt National Park and see all of the wildlife that call the park home. You are invited to experience a musical masterpiece every night of the season at the Medora Musical. There is an opportunity to connect with top tourism experts and employees from all over the world! We invite you to take in all of the history that Medora has to offer from our many museums to our walking tour around town, there is so much to learn!*

**Host Website:** <https://www.medora.com/>

**Site of Activity:** Theodore Roosevelt Medora Foundation

**Parent Account Name:** Theodore Roosevelt Medora Foundation

**Host Address:** 405 East River Road S , PO Box 198 , Medora , North Dakota , 58645

**Nearest Major City:** Dickinson , North Dakota , Less than 50 miles away

### PLACEMENT INFORMATION

**Job Description:**

*Classification: Non-Exempt  
Reports to: Assistant Retail Manager  
Revised: September 10th, 2019*

*JOB DESCRIPTION*

*Summary/Objective*

*As member of the retail team, a Retail Sales Attendant is responsible to learn product information, sell merchandise, operate cash registers, and assist customers to provide the customers with a great Medora shopping experience.*

### *Essential Functions*

- 1. Greets and interacts with customers.*
- 2. Responsible for the running of the cash register and ensures proper checkout process is followed.*
- 3. Collects payment using the store point of sale system.*
- 4. Processes returns and exchanges.*
- 5. Assists customers with purchase decisions.*
- 6. Consults with customers to understand their needs and preferences related to merchandise.*
- 7. Demonstrates and explains merchandise, selecting and suggesting options suitable for the customer's needs.*
- 8. Become familiar with the products, and answers customer's questions about merchandise.*
- 9. Retrieves merchandise from sales floor, stock room, or other inventory locations to replenish the gift shop items that are understocked.*
- 10. Maintains the cleanliness and orderliness of the gift shop by dusting, vacuuming, washing the windows and doors, as well as straightens the merchandise.*
- 11. Informs the customers about purchasing incentives.*
- 12. Notify customers about the attractions in Medora, including the Medora Musical.*
- 13. Be available to work shifts at the Medora Musical retail establishments, and other positions up at the Musical.*
- 14. Participate in workplace safety training sessions.*
- 15. Performs other duties as assigned.*

### *Competencies*

- 1. Verbal Communication.*
- 2. Listening Skills.*
- 3. Initiative.*
- 4. Intuitive.*
- 5. Consultation.*

### *Required Education and Experience*

- 1. Must be friendly and pleasant.*
- 2. Must be knowledgeable in the operations of cash registers and credit card machines.*
- 3. Must possess knowledge of retail or be willing to learn. Previous retail experience preferred, but not required.*
- 4. The job requires a person to stand for their shift.*

### *AAP/EEO Statement*

*It is the policy of TRMF to provide equal employment opportunity (EEO) to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, status with regard to public assistance, veteran status, or any other characteristic protected by federal, state or local law. In addition, TRMF will provide reasonable accommodations for qualified individuals with disabilities.*

### **Typical Schedule:**

*Position Type/Expected Hours of Work This is a full-time seasonal position. Days and hours of work are varied based on needs of the guests.*

**Drug Test required:** No

## COMPENSATION

**Hourly Wage:** \$12

**Eligible for Tips:** No

**Estimated weekly wages including tips: \$288**

**Bonus:** Yes

Employees may earn back a portion of their rent at the end of the summer if housing is left in excellent condition and other terms are met.

\* All figures above are pre-tax

**Estimated average number of hours per week: 35**

**Estimated minimum number of hours per week: 32**

**Estimated maximum number of hours per week: 55**

**Potential fluctuation in hours per week:**

**Average number of hours per week reached by last year's seasonal employees: 40**

## JOB REQUIREMENTS

**English Level required:**



**Advanced**

**Required to be 21+:** No

**Previous Experience required:** No

### **Qualifications & Conditions**

*Lifting*

*Lifting requirement: 25lbs/11kgs*

*Description:*

*While performing the duties of this job, the employee is regularly required to; to talk,hear, walk, & stand. Frequently required to push, pull, bend over, crouch, kneel, have repetitive use of hands/arms, and lift and carry up to 25 pounds. Specific vision abilities required by this job include close,distance, color, peripheral, depth perception & ability to adjust focus to determine accuracy, neatness and thoroughness of work assigned and determine safety of workplace.*

*Standing for entire shift*

*Working outdoors*

*Other qualifications or conditions*

*Description:*

*English must be good to excellent if a second language. You must be able to talk to customers continuously during shift. You must be able to walk, reach, grasp, climb, push, pull and stoop. This position requires you to stand for long periods of time and be able to continuously use hands/arms. You may occasionally work outside in hot conditions when working at the Medora Musical.*

**Job Training required:** Yes

*Length of job training:*

*1 week. Additional training may be required if necessary.*

*Hours per week during training period: 32*

*Different wage during training period: No*

*Start on specific day of the week: No*

*Training requirements:*

***Need to wear uniform: Yes***

*Uniform Policy:*

*Employees are responsible for taking care of uniforms throughout employment. While in employees' hands, they still remain TRMF property. Employees must return uniforms in unaltered and clean condition. Each employee will be given three uniform shirts for their intended workplace. All employees should report to work wearing their name tag. Name tags should be clear and visible without adornment such as stickers, etc.*

*Cost of uniform: \$0*

*Uniform laundry: Participant responsibility*

***Dress Code: Yes***

*Description:*

*All TRMF employees should come to Medora prepared with the following uniform attire to accompany the black uniform polo that many of our customer service employees and any employee who works at the Medora Musical in the evening will be assigned. At least two pairs of either neat blue jeans or khaki pants. No holes, excess distressing. Brown, black shoes or neutral tennis shoes will also be permitted in most departments (no open toed shoes or sandals). A brown or black leather belt.*

## CULTURAL OPPORTUNITIES

### ***Types of Cultural Opportunities:***

*Potlucks or Dinners, Shopping Trips, Sporting Events, Trips to Major City, Movie or Game Nights, Trips to Nearby/Major Attractions, Company Parties, Karaoke Nights or Talent Shows, Holiday Events, Will provide information about Events, Local Resources, Attractions/Sites, Local Community, World Cup Soccer tourney, Dodge Ball, Zoo/Amusement Park trip, Big Sticks Baseball game, National Park Tours, Pedi/Mani Day Trip, Talent Show, International Night, Cosmic Bowling*

### ***Additional Details about Cultural Offerings:***

***Weekly events and trips including shopping, activities and more! The opportunities that you get out of your summer in Medora are as big or as small as you make them! After all, this hasn't been come to know at #BestSummerOfMyLife for no reason!***

### ***Local Cultural Offering:***

***Here at Theodore Roosevelt Medora Foundation, we want you to have experiences beyond your time at work. That is why we provide so many free or discounted activities for you to participate in.***

[https://medora.com/employment/employee-perks/?\\_ga=2.143378421.1767738384.1567170337-961041423.1555972366](https://medora.com/employment/employee-perks/?_ga=2.143378421.1767738384.1567170337-961041423.1555972366)

## HOUSING AND TRANSPORTATION

**Housing Provided:** Yes. Employer Guarantees employer - owned or employer - arranged housing to all hired participants. May find own (can choose alternative).

**Employer-owned or employer-arranged housing description:**

*Life Skills Center The Life Skills Center is at the heart of campus and employee living. Donated by Bill and Jane Marcil the Life Skills Center was created to implement a space that brings employees together to do great work as well as to create a space that enriches our employees social and educational lives, and it does just that. It is based around the Elkhorn Quarters where most of our employee housing is located and is right next to the Spirit of Work lodge which houses our volunteers. It serves as our activity center, information base, and cafeteria location. You can look forward to the following amenities at the Life Skills Center... \*Fitness Center \*Social/Activity Room \*Resource Room with study areas and computers \*Prayer & Reflection Room \*Dining Center \*Music Rooms \*English Language Learning Classroom This building is also home to the Medora Musical Rehearsal Hall, the reservation center, and a training room. Life skills classes on various topics will be held in the training room throughout the summer season. These courses are free for employees to attend. During the summer season, there are no kitchens available for use by seasonal staff. However, we do have microwaves available for use in centrally located areas. Shuttle services to Wal-Mart in Dickinson will be made available weekly. During the fall and spring season, a lunchtime meal option may be available to seasonal staff. Kitchen use will be made available when the Life Skills Center cafeteria is closed. Housing Seasonal employee housing consists of motel-style rooms and double occupancy dormitory rooms. Other housing and a limited number of RV sites with water, sewer and electrical hook-ups are also available, however, the majority of summer employees are housed in dormitories and motel-style rooms. The 2019 housing cost is \$40/week for a shared room and \$65/week for a single room. Employee housing costs are deducted from employee paychecks. Housing assignments are made based on availability with employees' preferences taken into consideration. Housing is available only to those employees who are 18 and older. The dormitory has centrally located restrooms and shower facilities. Blankets, pillows, towels, washcloths, and other linens are provided by TRMF, however employees are welcome to bring their own linens. It is the employees' responsibility to change their own bed linens and keep their room clean and orderly. Washers and dryers are available at each employee housing location for no charge. The use of toasters, toaster ovens, microwaves, rice cookers, coffee makers or any other type of cooking equipment is not allowed in employee housing. Employees have access to mini-fridges and microwaves in designated areas. Candles and incense are also not permitted. There are room inspections to ensure that this policy is followed. A television, DVD player, and microwave are available in a central lobby of the dormitory for employee use. Please keep in mind that closet and storage space is limited. TRMF will not be liable for loss of personal belongings. Renter's insurance is recommended. No pets of any kind are allowed or tolerated in seasonal employee housing. Employees who are found to have pets in their employee housing will be issued a large pet cleaning fine and will likely lose the privilege of receiving employee housing. Employees must follow proper check-in and check-out procedures for employee housing. Rooms must be cleaned and assessed by housing managers, and keys must be returned. Failure to follow this policy will result in cost assessments. Terminated employees are required to vacate housing immediately, and they are responsible for making their own travel arrangements out of the area.*

**Lease Agreement:** Yes

**Onsite Amenities:**

WiFi: Yes

Description:

Phone Service: Yes

Description:

Cellular service is available. Human Resources will be available to assist whenever needed.

Kitchen facilities: No

Description:

Laundry facilities: Yes

Description:

Full laundry rooms with multiple washers and dryers are located in each housing unit. Irons/ironing boards are to be used only in the laundry room.

**Occupancy Requirements for Provided Housing:**

*Minimum Occupancy Per Room: 1*

*Maximum Occupancy Per Room: 2*

*Suggested Occupancy Per Room: 1 - 2*

*Rooming Arrangement Description:*

*Two people are assigned to each dorm room. Most of our other housing is double occupancy, as well. You will be assigned a roommate unless you request ahead of time for a specific person to be your roommate; we cannot accommodate requests for single rooms as our housing is limited and we have many seasonal staff we need to provide housing for. We do our best to assign compatible personalities as roommates.*

***Provided Housing Cost:***

*Required to Pay for Provided Housing: Yes*

*Cost per Week: \$65*

*Housing Cost Deducted from Paychecks: Yes*

*Utilities Costs: No*

*Housing Deposit: No*

***Transportation to Worksite:***

*Walking Commute Time*

*Estimated commute time: 15 to 30 minutes*

*Description: The town of Medora is very small. Most everything in town is within 5 minutes walking distance from our employee housing.*

*Biking*

*Estimated commute time: Under 15 minutes*

*Bicycles are provided free of charge: No*

*Bicycles are not provided: No*

*Bicycles are available to rent: Yes*

*Estimated cost: \$50*

*Total: Yes Per Day: No*

*Description: Most everything in town is within 5 minutes walking distance from our employee housing. If you would like to rent a bicycle in town during the summer season, there is a local bike shop you can visit. Cost is \$50.00 for the season.*

*Employer-Provided Transportation*

*Estimated commute time: 15 to 30 minutes*

*Estimated cost: \$5*

*Total: No Per Day: Yes*

*Description: Weekly shuttles will go to Dickinson (30) miles for grocery shopping and Walmart trips. Cost is \$5.00 per trip.*

## ARRIVAL INFORMATION

### **Arrival Instructions:**

*Shuttles from Bismarck Airport will cost \$30.00. Shuttles from Dickinson Theodore Roosevelt Airport will be \$10.00.*

*Shuttles to the Social Security Administration Office and to the Bank are free.*

### **Suggested Arrival Airport:**

*Bismarck Municipal Airport, BIS, Over 50 miles*

*Dickinson Theodore Roosevelt Regional Airport, DIK, Less than 50 miles*

**Estimated cost of transportation to worksite from suggested airports:** \$0 to \$25

### **If arriving after regular hours:**

### **Suggested After-Hours Accommodation:**

*Everspring Hotel  
200 E Bismarck Expy  
Bismarck, North Dakota 58501  
<https://everspringinn.com/>  
(701) 222-2900  
\$75 to \$100*

## TRAINING AND ONBOARDING

### **Pre-Arrival Onboarding:**

### **Social Security Number:**

*Require participants to apply for SSN before arrival at worksite: No*

*Details about how to apply for Social Security Number:*

*We will provide free shuttles for any employee who needs to apply for a Social Security card.*

*Nearest SSA Office: Bismarck, North Dakota, Over 50 miles*

### **Other:**

*Wage Payment Schedule:*

*Paychecks will be distributed every other Friday. If that Friday falls on a holiday, the previous work day is pay day. The two-week pay period begins on Sunday 12:00am and runs through Saturday 11:59pm. Direct deposit and/or paper checks.*

*Meal Plan: Optional*

*Estimated Cost Per Day: \$18*

*Meal Plan Description:*

Employees may eat at a discounted cost of \$6.00/meal from May through September with their employee ID. Deductions for meal charges are taken directly from the employee's paycheck.

Provide Certificates/Performance Evaluations: Yes

Hire in Groups:

Grooming Requirements:

It is a requirement that all TRMF employees exhibit a professional appearance as a basic condition of employment. Employees are expected to attend work having showered and applied deodorant. Hair, including mustache, beard and sideburns, must be clean, well-managed. A reasonable effort to cover tattoos should be made while also following uniform guidelines. Makeup must be of natural and modest application. Employees may be asked to adjust their wardrobe or appearance as managers see fit.

Second Job Availability: Yes, likely

Applicable Company Policies:

All TRMF employees should come to Medora prepared with the following uniform attire to accompany the black uniform polo that many of our customer service employees and any employee who works at the Medora Musical in the evening will be assigned. You must have the following: At least two pairs of either neat blue jeans or khaki pants. No holes, excess distressing or decoration. They must be of a moderate fit (not extremely tight and not baggy). Brown or black shoes or neutral tennis shoes will also be permitted in most departments (no open toed shoes or sandals). A brown or black leather belt—employees may be asked to tuck in their uniform when at work. Some employees might also want to bring the following in case they are interested in being available to help with catered events: One pair of black dress pants Black shoes (no open toed shoes or sandals).

For most positions, employees receive three polo shirts as their uniform. Employees will be charged for lost or damaged uniforms. Note - employees nametags come with a magnetic backing to secure it to uniform shirts. Hired applicants with pacemakers should contact us ahead of time so that an alternate securing device can be arranged.

No smoking is allowed in any employee housing properties. This includes, but is not limited to, hookah pipes, e-cigarettes, cigarettes, and cigars. Marijuana is illegal in the state of North Dakota employees may not possess this, or other illegal substances, within TRMF housing. If an employee is found to have been smoking or using illegal substances within TRMF property, the employee will forfeit part of their end of season bonus and may face legal consequences. All North Dakota state and Federal laws must be followed.

**Smoking and Tobacco Policy** Smoking and any tobacco use is strictly prohibited in TRMF owned or leased buildings, including, but not limited to, offices, hallways, waiting rooms, restrooms, lunch rooms, elevators, meeting rooms and other areas. Smoking is also prohibited in TRMF vehicles, garages and storage buildings. In addition, no smoking is allowed at the Schafer Center Patio, the Downtown Patio, the Tjaden Terrace, Old Town Hall Theater, or the Burning Hills Amphitheatre. Employees should make a reasonable effort to be out of the way of guests as much as possible. If using e-cigarettes, employees are required to follow the same smoking policy. E-cigarettes must not be charged in the workplace. Employees caught smoking in these areas or breaking the smoking policy will be reported to Human Resources. The first time an employee is caught smoking will result in a warning. More than one warning will result in a \$25.00 fine. Failure to comply with this policy could result in further discipline, up to and including termination. This policy applies to all employees. Clients, contractors, and visitors must also only smoke in designated smoking areas of town. TRMF will comply with all state and local ordinances controlling smoking in the workplace including you must be at least 20 feet away from building entrance, exit, operable window, air intake, or ventilation system of enclosed areas of TRMF facilities. Please dispose of cigarette butts/tobacco products properly. Employees with inquiries or complaints about smoking in the workplace are asked to report them to the Human Resources Department.

**Attendance & Tardiness** - Every employee's job is necessary for the efficient operation of TRMF, and TRMF depends on their employees to be on time when you are scheduled to work. It is an essential function of each job for the employee to be on the job and ready for work at the prescribed time every day they are assigned. If an employee will be late or cannot come to work, they must contact their supervisor as early as possible prior to the start of their shift. Multiple absences or late arrivals may be cause for termination. They must notify their manager/supervisor personally. Talking to a coworker or leaving a message is not acceptable. Phone calls or face to face conversations are encouraged.

**Schedule and Overtime Policies** - Schedules will be posted in each work area. Employees are scheduled approximately 30-40 hours/week. Hours scheduled will vary depending on time of year, weather, and business levels. Extra hours are available at the Medora Musical and Pitchfork Steak Fondue June through September, up to a maximum of 50 hours each week unless manager approval is obtained. Overtime is paid to all non-exempt employees after 40 hours of work. Hours paid but not actually worked, if any, are not included in calculating overtime. Employees will be scheduled to work five or six days per week, including Saturdays, Sundays, and holidays. Schedules may vary from week to week. Some positions may require employees to work split shifts. Employee requests for specific shifts or days off will be



*accommodated when possible, but are not guaranteed and are at the discretion of the scheduler. Employees are allowed one three-day period off for college registration/orientation. Please note that employees may not trade hours without a supervisor's approval. No pay is given for time off.*

## COMMUNITY AMENITIES

***Walking Distance from Worksite:***

*Post Office, Restaurants, Fitness Center*

***Walking Distance from Housing:***

*Post Office, Restaurants, Fitness Center*

***Unavailable:***

*Food Market, Shopping Mall, Bank, Internet Cafe, Public Library*