
MEMORANDUM OF UNDERSTANDING (MOU)

This is a Memorandum of Understanding (MOU) between Rancho Mastatal and you, an apprentice in our year-long apprenticeship. This document has been created in order to ensure that all parties understand what to expect from one another in a variety of situations.

1. BEHAVIOR

- 1.1 Drunken, disorderly behavior will not be tolerated. Unacceptable, abusive or disrespectful behavior associated with alcohol consumption will result in an immediate request to leave the site without a refund.
- 1.2 Sexual harassment of any kind is not tolerated at Rancho Mastatal and any valid complaints of unacceptable behavior in this realm will result in a request to leave the Ranch without a refund.
- 1.3 Rancho Mastatal discourages casual sexual behavior between core team, students, apprentices and interns in the interest of avoiding problems, conflicts and negative outcomes that sometimes arise from these interactions
- 1.4 Rancho Mastatal is committed to creating an environment in which all members of the community feel safe, secure, and free from harassment. Rancho Mastatal will not tolerate any form of racism, sexism, prejudice, violence, aggression or overly arrogant language or behavior of any kind. Repeated offences will result in being asked to leave the site without a refund.

2. PAYMENTS

The cost of the apprenticeship is broken down as follows:

Course Deposits = \$350 (non-refundable)
Course Tuition Balance = \$800
Apprenticeship January through July = \$5,450 (non-refundable)
Apprenticeship August through December = Work Trade/Free
Total = \$6600

To secure your spot in the apprenticeship a \$500 non refundable deposit is required.

The payment schedule for the remaining \$6,100 is as follows:

Please pay the balance of \$3,050 before your arrival or on the day that you arrive. This can be done online through using your internet banking to deposit \$3,050 into one of Rancho Mastatal's many international bank accounts, (please see [payments](#) page on website for details); with a check in the amount of \$3,050 drawn on a US bank; ; or in cash the day you arrive. Cash can be paid in US dollars or Costa Rican colones.



The remainder of your balance (\$3,050) should be paid by March 15. You may not have time to go to an ATM to withdraw this money before March 15. **You need to plan accordingly.** This can be done online using your internet banking to deposit \$3,050 into one of Rancho Mastatal's many international bank accounts, (please see [payments](#) page on website for details); with a check in the amount of \$3,050 drawn on a US bank; ; or in cash. Cash can be paid in US dollars or Costa Rican colones.

There is no ATM in Mastatal. The closest ATM is in Puriscal, which is a day's journey away. There is no credit card machine at the Ranch, and internet access is unreliable. Please consider these factors before arriving so that you can budget appropriately.

If you decide to leave the program early or you are asked to leave, you will be due a refund for the remaining balance of the courses that you did not end up taking. Money allocated to the cost of the apprenticeship and course deposits are non-refundable.

3. MEDICAL EMERGENCIES

Mastatal is 2-3 hour drive from the largest city and capital, San Jose and major hospitals.

In the case of a non-life-threatening/serious medical condition/situation you will have the option to leave on the next bus (buses generally leave once a day at 5:45 a.m. but this is subject to change) or hire a taxi. Rancho Mastatal will NOT be able to drive you to a doctor/hospital in these non-emergency situations.

In the case of a life threatening/serious medical emergency we will call the Red Cross ambulance and/or evacuate you in Rancho Mastatal's vehicle (assuming that it is on-site and in good working order). In the case that we use the Ranch's vehicle, we kindly ask you to cover the transportation expense (approximately \$100).

Each apprentice will be responsible for putting a plan in place if they have to stay in the hospital for multiple days. We will help you in every way that we can though we will not necessarily be able to stay with you at or pick you up from the hospital. Rancho Mastatal can help arrange and coordinate taxis/shuttles when necessary.

4. APPRENTICE AGREEMENT, RELEASE AND ACKNOWLEDGEMENT OF RISK

In consideration of the services of Rancho Mastatal, their owners, officers, volunteers, participants, employees, and all other persons or entities acting in any capacity on their behalf (herein collectively referred to as RM), I hereby agree to release and discharge _____ (name of participant) on behalf of myself, my children, my parents, my heirs, assigns, personal representative and estate as follows:

1. I acknowledge that my participation in any of the activities that I participate in while at Rancho Mastatal including my duties as apprentice or any extracurricular activities such as hiking, whitewater rafting, horseback riding, biking, snorkeling, and swimming entails known and unanticipated risks which could result in physical or emotional injury, paralysis, death, or damage to myself, to property, or third parties. I understand that such risks simply cannot be eliminated without jeopardizing the essential qualities of the activity.

Furthermore, the RM staff have difficult jobs to perform. They seek safety, but are not infallible. They might be unaware of a participant's fitness or abilities. They might misjudge the weather, the elements, or the terrain. They may give inadequate warnings or instructions, and the equipment being used might malfunction.

The risks include, among other things, slipping and falling; falling objects; water hazards and accidental drowning;



exhaustion; exposure to temperature and weather extremes which could cause; hypothermia, hyperthermia (heat related illnesses), heat exhaustion, sunburn, dehydration; and exposure to potentially dangerous wild animals and hazardous plant life; equipment failure; and improper lifting and carrying.

2. I expressly agree and promise to accept and assume all of the risks existing in these activities. My participation in these is purely voluntary, and I elect to participate in spite of the risks.

3. I hereby voluntarily release, forever discharge, and agree to indemnify and hold harmless RM from any and all claims, demands, or causes of action, which are in any way connected with my participation in this activity or my use of RM's equipment or facilities, including such claims with allege negligent acts or omissions of RM.

4. Should RM or anyone acting on their behalf be required to incur attorney's fees and costs to enforce this agreement, I agree to indemnify and hold them harmless for all such fees and costs.

5. I certify that I have adequate insurance to cover any injury or damage I may cause or suffer while participating, or else I agree to bear the costs of such injury or damage myself. I further certify that I have no medical or physical conditions which could interfere with my safety in this activity, or else I am willing to assume, and bear the costs of, all risks that may be created directly or indirectly, by any such condition.

6. I also agree in no uncertain terms that I or any of my representatives will never take any legal action against RM or any of its representatives for any injury either physical or emotional sustained during my time at or on the property of RM.

By signing this document, I acknowledge that if anyone is hurt or property is damaged during my participation in this activity, I may be found by a court of law to have waived my right to maintain a lawsuit against RM, on the basis of any claim from which I have released them herein.

I have had sufficient opportunity to read this entire document (all 3 pages). I have understood it, filled it out to the best of my ability, and agree to be bound by its terms.

Signature of Participant _____

Print Name _____

Address _____

Phone _____

Date _____

