

ENVIRONMENTAL PROGRAMS

CARPOOLING: WHITTLE

It's a good idea to carpool, especially if your work schedule is similar to others that live near you. Though you may already be doing this, we'd like to throw in an extra incentive for you. Every full program day at **dinner**, and at **breakfast** on Friday, the Support Coordinator will check the instructor parking lot for the number of cars. For every day that the number of cars meets or is less than the Carpool Formula \$5 will be added to a pot. The pot will be used to purchase gift certificates in varying quantities and dollar amounts. Once the pot exceeds \$50 a drawing will be held on the next Friday. All staff will initially be entered in the drawing; once they have been drawn their names will be removed so that all staff have a chance at winning. Once all staff have won it will start over. You can win gift certificates from...Movie Theaters, Discovery Center, Local Health Food Stores, Local Book Stores, Local Outdoor Gear Shops, Local events and activities and more.

The Carpool Formula is Instructors divided by Three rounded down. So...if there are 16 instructors working at camp during a given week, the magic number of cars that should be in the parking lot is 5.

Notes: Administration's cars are not included in the carpool formula; they are required to have their cars on camp to respond in the case of an emergency. High Trails reserves the right to choose the source and amount of the gift certificates. Nawakwa cars are not included and they are not eligible for Carpooling Gift Certificates; they have their own Recycling Program.

RECYCLING: NAWAKWA

For those lucky Whittle folks, there is weekly curbside recycling. Nawakwa, though, faces the daunting choice of taking their recycling down to Redlands or grouping it with the rest of the normal trash, never to be recycled again. To aid in the process, we'd like to throw in an extra incentive for you. Every Friday at Nawakwa the recycling project area person will prepare "packages" to be taken in for recycling. Each package will be clearly marked, be car or truck friendly, and will have a weight assigned to it. The next week the recycling person will tally up what packages were taken and record the weight. **Every pound counts as 15 cents and will be added to the pot.**

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Notes: At the end of each week any amount over 250 pounds will be thrown away; don't let the recycling build up! This will encourage folks to be consistent and will work to keep our camp clean. High Trails reserves the right to choose the source and amount of the gift certificates. Whittle folks are not eligible for Recycling Gift Certificates; they have their own Carpool Program.

BIKING TO WORK: WHITTLE

Biking is good. Exercise is good. **So...for every round trip you ride to work, add \$5 to your paycheck.** There is a Log posted; when you ride in, write it down. Amounts are payable on your normal paycheck. When you calculate your timecard, remind us by writing on it "Bike to work: ___ times".

Notes: If it is not written down on the Log within 48 hours, the ride is invalid. If your ride is farther because of where you live, you will get in better shape. If you ride ½ of the round trip (to work but not back from work, etc.) it counts as ½, or .5.

TRIPS AND ADVENTURES: NAWAKWA AND WHITTLE

Everyone needs their downtime, but you will get the most out of life if you find that happy medium between relaxation and active adventures. As a company, High Trails would like to encourage you to lead a "healthy, active, outdoor lifestyle". More often than not you'll come back from time off energized about life and excited about nature. Inevitably this will flow through you and into your interactions with the students and other staff. Biking, hiking, climbing, backpacking, canoeing, snowshoeing, and exploring nature are all valid examples of a "healthy, active, outdoor lifestyle".

- 1. At the end of the Fall and Spring season, we will tally up the total amount of days spent on trips. Every day will count as 50cents, and we will donate this amount to a nature related charity that we all choose.**
- 2. Every full day that you spend will count as 1 (one) day towards your next level. Every night you spend will count towards ½ (.5) of a day towards your next level.**

Example 1: You spent the weekend exploring Death Valley National Park. You left on Friday evening and returned Sunday early evening, spending two nights camping out. You would write down on the Log 2 days and 2 nights, for a total of 3 days added towards your next level.

Example 2: You decide to go to Vegas, but plan on combining the lights of the strip with the natural grandeur of Red Rocks. You are fair and honest, so you write down on the Log 1 day and 1 night (the rest of the time was spent in the city).

Example 3: You spend a weekend in LA, going to Disneyland and then spending the evening touring the establishments of Hollywood. Though this is a great example of relaxing and enjoying your time off, it does not fall in line with the purpose of this program, so you don't write down any days.

Example 4: You decide to explore Big Bear a bit, so you spend the morning at the Moonridge Animal Park and the afternoon hiking up Cougar Crest Trail and the PCT. You would write down on the Log 1 day.

Notes: When you do something, write it down on the Log. If your trip is not written down within 48 hours of your return to work, it is invalid. Though the honor system applies, we reserve the right to give you grief about trips that do not appear to truly support the purpose of this program.