



Team Member Handbook

Welcome to Rocker 7 Farm Patch! We are excited to have you on board for the 2018 fall season. It is our priority to provide a fun, safe, family-friendly farm experience for each and every guest. It is most important for all team members to have the same priority. We also wish you a fun, safe and enjoyable experience on the farm.

We have prepared this handbook to address farm policies, and to prepare and equip team members for a successful season. Please return the signature page to the Rocker 7 Farm Patch office before beginning work.

Once again, welcome!

Rocker 7 Farm Patch, LLC is an equal opportunity employer. This application will not be used for limiting or excluding any applicant from consideration for employment on a basis prohibited by local, state, or federal law. Should an applicant need reasonable accommodation in the application process, he or she should contact a company representative. We appreciate your interest in our organization.

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Rocker 7 Farm Patch Mission Plan

Our mission is to promote traditional Arizona agriculture by educating children and adults, creating awareness within our community and providing families with a fun and safe farm environment to learn and experience agriculture. Our goal is to offer West Valley families a memorable farm experience. We want to celebrate family while sharing our knowledge of and love for agriculture.

Rocker 7 Farm Patch Team Members

- Are courteous and helpful to each other
- Welcome ALL guests with a smile and cheerful attitude
- Must be punctual and dependable for assigned shifts
- Place guest experience at highest priority during any interaction
- Dress appropriately (see dress code)
- Treat ALL guests, team members and coordinators with respect
- Must be prepared for a physically active shift (lots of walking!)
- Abide by and help enforce farm policies
- Must be honest and trustworthy
- Maintain a happy, family-friendly atmosphere for all guests
- Are encouraged to voice concerns, guest relations and any incidents with owners/supervisors

Dress Code

- Rocker 7 Farm Patch T-shirt (provided)
- Minimum knee-length durable pants/bottoms that fit well
- Closed-toe shoes (sandals and flip-flops are absolutely NOT permitted)
- Rocker 7 Farm Patch hat (provided, not required, but if a hat is worn must be R7FP)

Farm Policies

- No smoking! This includes the entire farm property. FIRM policy due to the highly flammable nature of much of the farm materials on site.
- No Pets! Service animals only (does NOT include emotional support animals). FIRM policy due to food and animal safety due to the school garden and petting zoo.
- Outside food and beverage are permitted, with the exception of alcohol and any glass containers.
- Admission is required for any sort of entry to the farm, including “just a trip to the pumpkin patch”. There are different types/costs for admission based on age, military, groups, day/time, etc.
- Rocker 7 Farm Patch reserves the right to remove any guest from premises following disregard of policies or mistreatment of team members or facility. Team members are encouraged to assist in maintaining proper guest conduct, identifying guests not abiding by policies or conduct standards and enforcing policies. Bring any uncomfortable situation to prompt attention of owners/supervisors.

Hours of Operation

Setup

September 1st - October 5th

2018 Farm Operation Hours

Saturday, October 6th, 9am-8pm

Sunday, October 7th, 11am-5pm

Monday, October 8th, 11am-6pm

Tuesday, October 9th, 3pm-6pm

Wednesday, October 10th, 3pm-6pm

Thursday, October 11th, 3pm-6pm

Friday, October 12th, 11am-8pm

Saturday, October 13th, 9am-8pm

Sunday, October 14th, 11am-5pm

Tuesday, October 16th, 3pm-6pm

Wednesday, October 17th, 3pm-6pm

Thursday, October 18th, 3pm-6pm

Friday, October 19th, 11am-8pm

Saturday, October 20th, 9am-8pm

Sunday, October 21st, 11am-5pm

Tuesday, October 23rd, 3pm-6pm

Wednesday, October 24th, 3pm-6pm

Thursday, October 25th, 3pm-6pm

Friday, October 26th, 11am-8pm

Saturday, October 27th, 9am-8pm

Sunday, October 28th, 11am-5pm

**Weekday hours are pending staffing availability and owner discretion. Team members will be notified as soon as a decision is made.

Barrel Train

- NO ADULTS. NO DOUBLE RIDERS. NO EXCEPTIONS.
- Children must remain seated at all times with arms and feet inside the barrel

Petting Zoo

- No strollers, blankets, other items guests would need to keep sanitary
- No running, screaming or abusing animals
- No entry in side pens
- Guests must wash hands upon exit
- No food or drink allowed inside petting zoo
- No pets allowed, including service animals

Hay Ride

- All passengers must be seated with arms and legs inside the trailer at all times.
- Drivers must be licensed, experienced and have approval from a R7FP owner/supervisor before operating.
- Operations will end at dark. No exceptions. Customers will be given a warning upon evening entry and again when line closes.

Common Farm Questions

- Where did “Rocker 7” come from?
 - The Rocker 7 is a family brand, registered in the 1950s when the Leister family established roots in Arizona agriculture. The current farming generation used the brand as a namesake for all of its agriculture-related enterprises.
- Is the farm organic?
 - Rocker 7 utilizes traditional production agriculture farming techniques, including the use of synthetic fertilizers and herbicides. This maintains insect-free crops that are green and reach maximum potential for guests to enjoy. We support all types of agriculture and farming practices, as well as the consumer’s ability to choose.

- Is Rocker 7 Farm Patch a family farm?
 - Yes! Brandon and Katie began farming in Arizona more than ten years ago when they finished graduate school (Brandon is a fourth generation Arizona agriculturist). Five years in to their traditional production agriculture operation, they decided to open up this piece of the farm to the community, and so the “Farm Patch” was born.
- Do we grow GMOs?
 - There are not currently any genetically modified crops on our farm, but that is because the crops we are growing do not have GM seed available. We have previously grown GM corn, to minimize the herbicide and pesticide we would have to use. Currently, GM seed only exists for crops.
- Can we bring our pet?
 - No. (See policies)
- Can we just go to the pumpkin patch without paying admission?
 - No. The pumpkin patch is part of the farm experience and actually requires a lot of time and effort to present the pumpkins in a “patch”. Any pumpkins we have at the register station may be purchased, but field entry requires admission. No exceptions.
- Can we pick in the garden?
 - No, the Educational Garden is reserved for school field trips only. Let your school know about Rocker 7 Farm Patch School Tours or contact education@rocker7.com to book your own tour.

I have read all sections of the Rocker 7 Farm Patch Team Handbook and agree to abide by and enforce policies, represent the farm well, and be welcoming and friendly to all guests.

Signed

Date

Printed

Waiver of Liability for Team Member Minors (Age 14-17)

Important: Read this waiver carefully before you sign. This waiver is applicable for 1 year from the date of signature.

This release and Waiver of Liability (the "release") executed on this _____ day of _____, 20____, by the minor employee and his/her legal guardian, _____, in favor of ROCKER 7 FARM PATCH, a nonprofit company organized and existing under the laws of the State of Arizona, USA and Rocker 7 Farms, in Buckeye, AZ and their directors, officers, employees, and agents. The Minor _____, desires to work for Rocker 7 Farm Patch and engage in any and all Activities. I, the legal guardian, _____, hereby freely and voluntarily, without duress, execute this Release under the following terms:

1. Waiver and Release. The guardian and minor release and forever discharges and hold harmless Rocker 7 Farm Patch and its successors and assigns from any and all liability, claims, and demands of whatever kind or nature, either in law or in equity, which arise or may hereafter arise from the minor's work at Rocker 7 Farm Patch. The guardian/team member understands and acknowledges that this Release discharges Rocker 7 Farm Patch from any liability or claim that guardian and minor may have against Rocker 7 Farm Patch with respect of bodily injury, personal injury, illness, death, or property damage that may result from participation on Rocker 7 Farm Patch premises. It is also understood that Rocker 7 Farm Patch (and all affiliates) does not assume any responsibility for or obligation to provide financial assistance or other assistance, including but not limited to medical, health or disability insurance in the event of injury or illness, death or property damage.
2. Insurance. The guardian and minor understands that we expressly waive any such claim for compensation or liability on the part of Rocker 7 Farm Patch (and all affiliates) in the event of such injury or medical expense.
3. Medical Treatment. The guardian and minor hereby release and forever discharge Rocker 7 Farm Patch from any claim whatsoever which arises or may hereafter arise on account of any first-air treatment or other medical services rendered in connection with an emergency or incident(s) during the minors time with Rocker 7 Farm Patch.
4. Assumption of Risk. The guardian understands that the minor's time with Rocker 7 Farm Patch may include activities that may be hazardous to them. As the guardian for the said minor, I hereby expressly assume the risk of injury in any and all activities performed at Rocker 7 Farm Patch, and release Rocker 7 Farm Patch from all liability for injury, illness, death, or property damage resulting from the activities of the minor's time at Rocker 7 Farm Patch.
5. Photographic Release. As the guardian of said minor, I grant and convey to Rocker 7 Farm Patch all right, title, and interest in all photographic images and video or audio recordings made by Rocker 7 Farm Patch during the minor's work with Rocker 7 Farm Patch.
6. Other. As the team member and/or guardian of the team member, I expressly agree that this Release is intended to be as broad and inclusive as permitted by the laws of the State of Arizona in the United States of America, and that this Release shall be governed by and interpreted in accordance with the laws of the State of Arizona. I agree that in the event that any clause or provision of this Release shall be held to be invalid by any court of competent jurisdiction, the invalidity of such clause or provision shall no otherwise affect the remaining provisions of this Release, which shall continue to be enforceable.

To express my understanding of this Waiver of Liability for Minor Employees, I sign here.

Legal Guardian (Print)

Legal Guardian (Signature)

Team Member/Minor (Print)

Team Member/Minor (Signature)

Phone Number for Guardian

Current Date

Address for Legal Guardian

Volunteer Information

Volunteer Name: _____

Check here is Volunteer is under age 18: _____

Contact Email (required): _____

Parent or Legal Guardian Email (required if volunteer is under age 18):

Address: _____

Phone Number: _____

Emergency Contact

Name: _____

Relationship to Volunteer: _____

Phone Number: _____

VOLUNTEERS MUST COMPLETE THE WAIVER AND RELEASE FORM

**PARENT/LEGAL GUARDIAN SIGNATURE IS
REQUIRED IF VOLUNTEER IS UNDER AGE 18**

Waiver of Liability for Volunteer Minors (age 14-17)

Important: Read this waiver carefully before you sign. Waiver is applicable for 1 year from the date of signature.

This release and Waiver of Liability (the “release”) executed on this _____ day of _____, 20____, by the minor volunteer and his/her legal guardian, _____, in favor of ROCKER 7 FARM PATCH, a nonprofit company organized and existing under the laws of the State of Arizona, USA and Rocker 7 Farms, in Buckeye, AZ and their directors, officers, employees, and agents. The Minor _____, desires to work as a volunteer for Rocker 7 Farm Patch and engage in any and all Volunteer Activities. I, the legal guardian, _____, hereby freely and voluntarily, without duress, execute this Release under the following terms:

1. Waiver and Release. The guardian and minor release and forever discharges and hold harmless Rocker 7 Farm Patch and its successors and assigns from any and all liability, claims, and demands of whatever kind or nature, either in law or in equity, which arise or may hereafter arise from the minor’s volunteer work at Rocker 7 Farm Patch. The guardian/volunteer understands and acknowledges that this Release discharges Rocker 7 Farm Patch from any liability or claim that guardian and minor may have against Rocker 7 Farm Patch with respect of bodily injury, personal injury, illness, death, or property damage that may result from participation on Rocker 7 Farm Patch premises. It is also understood that Rocker 7 Farm Patch (and all affiliates) does not assume any responsibility for or obligation to provide financial assistance or other assistance, including but not limited to medical, health or disability insurance in the event of injury or illness, death or property damage.

2. Insurance. The guardian and minor understands that we expressly waive any such claim for compensation or liability on the part of Rocker 7 Farm Patch (and all affiliates) in the event of such injury or medical expense.

3. Medical Treatment. The guardian and minor hereby release and forever discharge Rocker 7 Farm Patch from any claim whatsoever which arises or may hereafter arise on account of any first-air treatment or other medical services rendered in connection with an emergency or incident(s) during the minors time with Rocker 7 Farm Patch.

4. Assumption of Risk. The guardian understands that the minor’s time with Rocker 7 Farm Patch may include activities that may be hazardous to them. As the guardian for the said minor, I hereby expressly assume the risk of injury or hard in any and all activities performed at Rocker 7 Farm Patch, and release Rocker 7 Farm Patch from all liability for injury, illness, death, or property damage resulting from the activities of the minor’s time at Rocker 7 Farm patch.

5. Photographic Release. As the guardian of said minor, I grant and convey to Rocker 7 Farm Patch all right, title, and interest in all photographic images and video or audio recordings made by Rocker 7 Farm Patch during the minor’s work with Rocker 7 Farm Patch.

6. Other. As the volunteer and/or guardian of the volunteer, I expressly agree that this Release is intended to be as broad and inclusive as permitted by the laws of the State of Arizona in the United States of America, and that this Release shall be governed by and interpreted in accordance with the laws of the State of Arizona. I agree that in the event that any clause or provision of this Release shall be held to be invalid by any court of competent jurisdiction, the invalidity of such clause or provision shall no otherwise affect the remaining provisions of this Release, which shall continue to be enforceable.

To express my understanding of this Waiver of Liability for Minor Employees, I sign here.

Legal Guardian (Print)

Legal Guardian (Signature)

Team Member/Minor (Print)

Team Member/Minor (Signature)

Phone Number for Guardian

Current Date

Address for Legal Guardian

RELEASE OF LIABILITY FOR VOLUNTEERS

In return for being allowed to participate in Rocker 7 Farm Patch volunteer activities and all related activities, including any activities incidental to such participation (“Volunteer Activities”), the under-signed Volunteer or Parent/Legal Guardian of Volunteer if Volunteer is under age 18 (hereafter referred to using “I”, “me”, or “my”) releases and agrees not to sue Rocker 7 Farm Patch or its officers, directors, employees, sub-contractors, sponsors, agents, and affiliates from all present and future claims that may be made by me, my family, estate, heirs, or assigns for property damage, personal injury, or wrongful death arising as a result of my participation in the Volunteer Activities wherever, whenever, or however the same may occur.

I understand and agree that Rocker 7 Farm Patch are not responsible for any injury or property damage arising out of the Volunteer Activities, even if caused by their ordinary negligence or otherwise.

I understand that participation in Volunteer Activities involves certain risks, including, but not limited to, serious injury and death. I am voluntarily participating in the Volunteer Activities with knowledge of the danger involved and I agree to accept all risk of participation.

I also agree to indemnify and hold harmless Rocker 7 Farm Patch (and all affiliates) for all claims arising out of my participation in the Volunteer Activities.

I understand that this document is intended to be as broad and inclusive as permitted by the laws of the state in which the Volunteer Activities take place and agree that if any portion of this Agreement is invalid, the remainder will continue in full legal force and effect.

I also acknowledge that Rocker 7 Farm Patch (and all affiliates) have not arranged and do not carry any insurance of any kind for my benefit or that of Volunteer (if Volunteer is under 18), my parents, guardians, trustees, heirs, executors, administrators, successors, and assigns. I represent that, to my knowledge, I am in good health and suffer no physical impairment that would or should prevent my participation in Volunteer Activities.

I also understand that this document is a contract that grants certain rights to and eliminates the liability of Rocker 7 Farm Patch and all affiliates.

Signature of Volunteer

Date

I am of legal age and am freely signing this agreement. I have read this form and understand that by signing this form I am giving up legal rights and remedies.

Signature of Parent/Legal Guardian if Volunteer is Under 18

Date

I am the parent of legal guardian of the Volunteer. I am of legal age and am freely signing this agreement. I have read this form and understand that by signing this form, I am giving up legal rights and remedies.

PUBLICITY RELEASE FOR VOLUNTEERS

In return for being allowed to participate in Rocker 7 Farm Patch Volunteer Activities and all related activities, including any activities incidental to such participation (“Volunteer Activities”), the undersigned Volunteer or Parent/Legal Guardian of Volunteer if Volunteer is under age 18 (hereafter referred to using “I”, “me”, or “my”) hereby grants to Rocker 7 Farm Patch and each of its subsidiaries, affiliates, agents, advertising, or promotional agencies, and partners, and all such entities’ officers, directors, agents, employees, respective successors and assigns (collectively, “Authorized Parties”), the absolute and irrevocable right and permission to use, publish, broadcast and/or copyright the use of Volunteer’s name, address, voice, photograph and/or likeness, caricature, and personal information, in its current form or as retouched, digitized, cropped, altered, distorted or modified in any way, in any and all advertising, promotional, or other materials based upon or derived from the Volunteer Activities in any manner, in any media whatsoever for any and all purposes, including by way of example but without limitation advertising, promoting or publicizing products and services throughout the universe, in perpetuity, and in any and all media now known for hereafter devised (including without limitation on the Internet), without additional compensation. I further agree that anything derived from there will be owned solely by the Authorized Parties. I shall not authorize the use of any print, negative or other copy thereof by anyone other than the Authorized Parties.

I understand that this document is intended to be as broad and inclusive as permitted by the laws of the state in which the Volunteer Activities take place and agree that if any portion of this Agreement is invalid, the remainder will continue in full legal force and effect.

Signature of Volunteer

Date

I am of legal age and am freely signing this agreement. I have read this form and understand that by signing this form I am giving up legal rights and remedies.

Signature of Parent/Legal Guardian if Volunteer is Under 18

Date

I am the parent of legal guardian of the Volunteer. I am of legal age and am freely signing this agreement. I have read this form and understand that by signing this form, I am giving up legal rights and remedies.