

**Kern Staff Member**  
**Commitment to Excellence:**

**We create a friendly atmosphere:**

- We always wear a smile
- We are here to make things easier for our guests.
- We place the guest and child first in our thinking and responsibility.
- We use friendly, courteous phrases when we speak
- We maintain a clean and neat appearance
- We never complain or mention operational or personal problems in the presence of customers.
- We exemplify the character values of Kern: Respect, Responsibility, Honesty, Caring, Citizenship, Kindness and Outdoor Ethics. In all that we do.

**We give the Personal touch:**

- We treat each guest as a special individual.
- We know a single good or bad experience can form a guest's impression of our overall performance.
- We address guests by their names whenever possible.

**We know the answers:**

- We respond cheerfully to all questions; immediately when we know the answers; as quickly as possible when we need to seek additional information.
- We do not send guests in circles or pass the buck when responding to a customer requests.
- We respond directly to telephone queries, and transfer calls only when absolutely necessary.

**We are a Team:**

- We maintain a friendly, informal atmosphere.
- We take our jobs seriously, but not ourselves. By having fun we help our guests have fun, too.
- All staff understands and strives to achieve their natural work group goals.
- All staff is empowered to resolve a problem of guest dissatisfaction and prevent a repeat occurrence.
- We communicate freely and openly with each other and with our guests.
- We understand that everyone is important to achieve our goals.

I understand that these are the guiding commitment to excellence principles that all staff of YMCA Camp Kern are held accountable for and expected to strive for.

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Signature

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Date