



## TOUR GUIDE QUALIFICATIONS & JOB DESCRIPTION

### General Requirements

- Applicants must reside in the Greater Palm Springs area or within a reasonable commuting distance of our Palm Desert office.
- Tour guides must be available and willing to work throughout our primary operating season from October through April.
- Work during the shoulder season months of September, May, and June is optional.
- Red Jeep Tours is closed during July and August.

### Training and Certification

To serve as a Red Jeep Tours guide, candidates must successfully:

- Complete our comprehensive training program and certification process.
- Demonstrate the ability to safely operate a manual transmission four-wheel-drive Jeep during a driving evaluation conducted during the first week of training.
- Obtain and maintain current CPR and First Aid certification. Initial certification is provided by the Company following successful completion of training and a passing certification tour. Recertification is required every two years.



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## **Driving Qualifications**

Tour guides are responsible for safely transporting guests on both public roads and rugged desert terrain.

### **Applicants must:**

- Possess a valid driver's license. A California driver's license is preferred, although a valid out-of-state license is acceptable.
- Maintain a clean driving record and remain eligible for coverage under the Company's commercial automobile insurance policies.
- Enroll in the California DMV Employer Pull Notice Program, which provides ongoing monitoring of driving records. The Company will receive notification of accidents, DUI convictions, or moving violations resulting in DMV points.
- Promptly notify management of any accident, citation, or driving-related incident rather than allowing the Company to first learn of it through a DMV Pull Notice.

### **To remain eligible to drive Company vehicles, applicants:**

- Must be at least 25 years of age.
- May not have had any DUI convictions, at-fault accidents, reckless driving convictions, excessive speed violations, or other misdemeanor or felony driving offenses within the previous five years.
- May have no more than two DMV points for minor driving infractions.
- Drivers over age 65 may be required to complete an annual health screening questionnaire or medical evaluation if required by our insurance carrier.

## **Drug and Alcohol Testing Requirements**

Because our tour guides operate commercial passenger vehicles regulated under California Public Utilities Commission (PUC) requirements, all drivers must participate in a PUC-compliant drug and alcohol testing program.

### **Requirements include:**

- Passing a pre-employment drug and alcohol screening.
- Participating in random, reasonable suspicion, and post-accident testing as required.

**Please note:** *Although cannabis is legal under California law, commercial drivers subject to Federal drug testing regulations may not use cannabis in any form, including during off-duty hours. Our required urine drug testing follows Federal standards, under which cannabis remains a prohibited substance. A positive test result will disqualify an applicant or employee from driving Company vehicles.*

## **Physical and Cognitive Requirements**

Tour guiding is an active, physically demanding position requiring the ability to safely operate vintage open-air Jeeps while providing exceptional guest service.

### **Successful candidates must possess average or above-average:**

- Vision and hearing.
- Coordination and balance.
- Agility, flexibility, and reflexes.
- Cognitive ability and decision-making skills.
- Memory and situational awareness.
- Physical strength, stamina, and overall conditioning.

Applicants should not have significant physical impairments or restrictions affecting the feet, ankles, knees, hips, spine, shoulders, neck, arms, wrists, elbows, or hands that would interfere with safely performing essential job functions.

## **Essential Physical Functions**

*The ability to safely perform these essential functions is a fundamental requirement of the tour guide position.*

### **Tour guides must be able to:**

- Safely operate a manual transmission 1981-1985 Jeep CJ-8 Scrambler on highways, city streets, private dirt roads, desert washes, canyons, and narrow trails while transporting up to seven guests and complying with all traffic laws and Company policies.
- Detect and respond appropriately to mechanical issues through observation, sound, vibration, or other vehicle feedback.
- Lift and carry at least 40 pounds, including loading and unloading ice chests filled with water and ice.
- Repeatedly climb into and out of the Jeep throughout the day, including entering through both the driver's door and rear tailgate.
- Clean and prepare vehicles by sweeping interiors, arranging blankets, securing seat belts, loading supplies, and performing other routine setup tasks.
- Assist guests entering and exiting the Jeep, including providing physical support for guests with limited mobility or helping guests recover from a stumble or fall when necessary.
- Hike continuously for up to four miles over uneven desert terrain while carrying up to 15 pounds of water and equipment, including traversing moderate elevation changes and occasional light bouldering.