



Parent Handbook

Welcome to Hosmer Point! We hope this guide will answer many of your questions about sending your child to camp. You can find more information on our website, HosmerPoint.com, in the “Parent Portal” section; including driving directions and a list of near-by accommodations, and a packing list. You may also wish to read the [FAQ section](#) on our website. If you have any additional questions or concerns, please don’t hesitate to get in touch! We’re here for you.

E-mail: hosmerpointinfo@gmail.com - Phone: 802-586-2090

Last Update: April 2023

Packing For Camp

Clothing and Luggage:

Please read the [packing checklist](#) (available in the Parent Portal section of our website) for complete details of what to bring. There is no camp uniform, and no need to “dress to impress” while at camp. Campers will get dirty, and clothes that come to camp may not come back the same. Don’t pack your favorite outfits! Multiple pairs of socks and changes of shoes and outer layers are important in case we have a rainy week. Good shoes for hiking (such as hiking boots or sturdy sneakers) are essential, as are sneakers for running around and sandals or water shoes that can get wet. Labeled clothing will help ensure that your child’s clothes come home with them on closing day! Space in the cabins is limited – you should plan on keeping most of your belongings under your bunk (the space is at least 15” high). Trunks and top-opening duffels work well, as they keep possessions easy to find. One bag is better than many, as this helps campers avoid leaving items in the parking lot on closing day.

Laundry and Labeling:

In an effort to conserve resources and act on our mission to promote sustainable practices, we ask that campers bring enough clothing with them to last two weeks. Should it be necessary, counselors will wash a small load of laundry for the cabin so that campers have the essentials – however, we encourage campers to practice conservation and wear clothing for multiple days if possible.

Electronics:

Hosmer Point is an “unplugged” camp. That means that campers are absolutely prohibited from using electronics, including cell phones, ipads, ipods, laptops, smart watches, and e-readers (even e-readers can connect to the internet. But don’t worry, Hosmer Point has a large lending library of young adult fiction!) Campers will be asked to turn over any electronics for storage in the camp office until departure. Digital cameras are allowed, however campers should be aware that they may not be able to re-charge their batteries. Camp can be a harsh environment for cameras, and Hosmer Point is

not responsible for the safety of these items. Inexpensive cameras or disposable cameras are a good solution.

Candy, Snacks and Other Food:

Food is prohibited in the cabins, as it attracts wildlife. Food brought to camp will be confiscated and stored in an animal-proof area until departure. Healthy snacks are available in the dining hall at all times, so there is no need to worry about your child going hungry.

Sports Equipment:

If your child plans to play soccer and has shin guards or cleats, please bring them along. Although we have lots of sports equipment at camp, some campers may wish to bring their own. Please inquire if you're wondering what will be available at camp. **If you have your own mountain bike and wish to ride, please bring it (and your bike helmet) along.** Otherwise, let us know and we can have a loaner bike ready for you. Camp cannot take responsibility for lost or stolen equipment.

Pocket Knives:

Pocket knives that fold and have a blade length of four inches or less are permitted on camp. Please turn over pocket knives to camp staff at check in. We will hold a short knife safety class during the first day of camp, after which the camper may carry their knife.

Bedding:

Camp beds accommodate cot or single bed sized linens. Temperatures can fall to 40 degrees at night, so be certain to pack warm bedding. Campers will be most comfortable with sheets and a sleeping bag. Some campers also like to have an "egg crate" or other foam mattress pad to go on top of the camp's foam mattresses. In addition, campers should bring a pillow, pillowcase, and multiple towels for both showering and swimming.

Money

As of 2021, the camp store will be cash only. Campers may bring up to \$75 cash with them to spend in the camp store.

Personal Property:

Please leave expensive or hard to replace items at home. This includes jewelry, and any electronic equipment. Don't forget to label everything. We do not assume responsibility for the loss or damage of campers' personal property. We will ask that campers turn over passports, tickets, and other valuables for storage in the camp office.

Campers may not bring animals or vehicles with them to camp.

Opening and Closing Days

Opening Day:

To alleviate opening day jitters and homesickness, we make drop-off as quick as possible so that campers can start making friends and having fun right away. Families will drop off campers in the

parking area, and are encouraged to stay just long enough to see their camper to their cabin group. Feedback on this method the last two summers was very positive as it allows campers to immediately begin adjusting to camp life and gets them off to a better start. However, we know parents want to see camp and meet all the staff, so we have a few workarounds! Besides our pre-camp open houses, we will also send out cabin assignments in advance along with short videos of our staff so you can get to know your child's cabin counselors. We'll also send a video showing what your camper can expect as they move into their cabin. Camp medical staff will be calling families before opening day to verify medical information. If you would like to chat with a Director before camp, please let us know in your camper information form, or call our office at 802-586-2090.

Each cabin will have an assigned arrival time on opening day between 2:00 PM and 4:30 PM. When you arrive, counselors will show you where to go. You will turn over any medications to the camp medical staff, we will check to make sure your camper is feeling healthy and check hair for lice. Once everything checks out, you and your camper can unload their luggage, and our staff will help you load it into a truck to be driven down to the cabin section. Staff and returning campers who are "camp ambassadors" will show campers to their cabins and help them get settled in.

Closing Day:

Campers can be picked up on closing day anytime between 10:00 AM and 11:30 AM. The campers will be waiting to meet their parents at the Theater, and you can pick up their bags in the parking area where you dropped them off. If someone other than the camper's parents will be picking the camper up, please let us know in advance. Once you've found your camper, we encourage them to take you on a tour of camp and show you everything they've done over the past two weeks. Don't forget to add your child's name to the Community Tree and sign up for camp in 2023 before you go! After camp, we'll send out an email with all the addresses of the campers who were there that session.

This day can be very emotional for our campers as they've developed close connections with camp and their friends and counselors. They will most likely be exhausted after the rigorous schedule and looking forward to seeing you.

Gratuities:

We ask that you not single out counselors for gratuities as all staff members work as a team to make camp a great place to be. If you would like to monetarily thank the counselors, we do accept and appreciate donations towards the end-of-season staff party. Thank-you letters are also much appreciated.

Staying in Touch

Our Philosophy: We live in a world where everyone can be in constant communication. In many ways, this is helpful and efficient; but it has some downsides too. Because parents are so easily accessible, children are increasingly deprived of the chance to make choices, resolve conflicts, and make mistakes - valuable learning opportunities necessary to becoming an independent adult. Hosmer Point is a place where campers can safely have these experiences, and our program and staff are primed to facilitate these opportunities. However, the only way to provide this confidence-building

feeling of independence is to make communication less immediate than what we are used to. When determining what communication methods are allowable, we look at the overall effect on the experience of independence.

Letters and E-mail:

Everyone loves getting letters from home, and almost every camper will receive at least one letter while they're at camp. **Please address letters to your child c/o Hosmer Point, 76 Hosmer Point Lane, Craftsbury Common, VT 05827, U.S.A.** We will schedule time for campers to write letters home, and our counselors will write to parents as well – so expect to get some mail from camp! Letters often take an extra day to reach Craftsbury Common, compared to most other locations in Vermont. Keep this in mind when sending mail to be sure your camper will receive your letters before they leave. Generally, letters mailed less than four days from the end of camp will arrive too late. Letters received after the end of the session will be returned to the sender. Due to USPS regulations, postcards cannot be returned. Because we believe in being “unplugged” while at camp, campers will not have access to computers and will not be able to send or receive e-mails. If you live overseas and will not be able to send letters in time to reach your child at camp, let us know and we can make a plan to email letters.

Care Packages:

The majority of campers do not receive care packages while at camp, and we discourage sending packages. If you do feel the need to send a care package, we recommend avoiding impersonal Amazon shipments in favor of personalized gifts; such as handmade items, posters or photos from home, magazines, or stationary. Knowing that someone they love is thinking about them is what campers are really looking for. Due to the proximity of wildlife to our cabins we do not allow campers to receive care packages containing food. Packages can be sent to **Hosmer Point, 76 Hosmer Point Lane, Craftsbury Common, VT 05827**. Packages generally arrive late in the day, after mail call. Because of this, packages may reach your child a day later than you would expect.

Calls Home:

Campers are not allowed to use cell phones or make calls home. Counselors will be checking in with your child on a regular basis. Should they need something, we will be in touch. You may call us and ask to speak with one of our Directors about your child at any time and as often as needed. Our office number is 802-586-2090.

Viewing Camp Pictures Online:

To help campers share their experience with their families after they get home, we post pictures of our activities at camp in a shared album at the end of camp. Looking through camp photos with your child is a great way to hear about their time at camp and spark deeper conversations. We also regularly post pictures of camp life on Facebook and Instagram.

Health and Safety

Camper Information Form:

We require that all parents complete a Camper Information Form before their child attends camp. This form may be completed online, and can be found at the Parent Portal on hosmerpoint.com.

Once you have logged into your Parent Portal account, click on the “incomplete tasks” link at the top of the page.

When completing health information, remember that we need to make informed decisions about all of the campers who are a part of the Hosmer Point community. Our purpose in having pertinent health information, both physical and emotional, is to be able to better serve your child. Please provide us with all the necessary information we need to care for your camper in the best way possible.

Health Care Costs and Insurance

Medical attention in our camp health center is covered by your tuition. All additional medical costs incurred during camp are the responsibility of the camper’s family. These include any prescribed medications, doctor’s office or hospital visits, and/or any other outside medical/dental/mental health visits. Parents are financially responsible for any and all charges related to medical treatment which are not covered by their medical insurance. For this reason, we require that all campers have health insurance coverage. Health insurance and cancellation protection for your child’s camp stay is available through UltraCamp (our registration system provider) for an additional fee. We recommend this coverage for campers who are traveling from other countries or who do not have health insurance. Contact our office if you’d like more information.

Communication Regarding Healthcare

Should it be necessary, our nurse will evaluate the camper and determine whether a visit to the doctor or hospital is needed. If such a visit is needed, the camper’s parent or emergency contact will be notified as soon as possible. In a non-emergency, the parent will be notified by the camp nurse before the camper is taken to receive medical treatment. In an emergency situation, the parent may be contacted by any camp representative so that the camper can continue to be treated by the nurse, and it may be necessary to begin treatment or transportation before reaching the parents. We may administer medications before contacting you. We do not generally call parents for routine health issues such as blisters, headaches, sore muscles, sunburns, etc.

The Primary Contact for your Parent Portal account will be contacted:

- If a camper requires any form of outside medical treatment (doctor or emergency room visit). If it is not an emergency, the nurse will attempt to contact the parents before arranging for outside treatment.
- If a camper needs to spend the night in the medical mansion (infirmary).
- If a camper requires a medication other than one which is prescribed to them (unless it is on the list of OTC medications allowed by the parent on the Camper Information Form.) Camp staff do not need to contact the parent before providing medication if it is an emergency and waiting to provide the medication would be unsafe.
- If there is an on-going issue lasting more than 24 hours, such as a persistent cough, recurring fever, infection, rash, headache, or sprained ankle.
- If a concussion is suspected.
- If an allergic reaction is suspected.
- If the issue will require follow-up at home.

If the Primary Contact cannot be reached, the Secondary Contact and/or Emergency/Alternate Contact will be contacted. Generally, the Nurse will reach out via phone, however they may email the Primary Contact when notifying a parent of an ongoing issue which does not require input, to explain follow up care at home, or when a parent has agreed that email will be a good means of follow up regarding an ongoing issue.

Medications and Prescription Drugs:

For the safety of our campers, our camp rules require that all medications, from prescription drugs to over-the-counter medicines, vitamins, or herbal remedies, be kept in a locked cabinet at our health center. These are given to campers as needed and only by our nurse or other designated staff member. All medications should be brought to the nurse on opening day. Medicines are then dispensed per physician's orders or label directions. Prescriptions must be in their original container with camper's name and dosage information. If sending prescriptions to camp, be sure we have enough for the camper's entire camp stay.

Mental Health:

Hosmer Point has a Licensed Clinical Social Worker (LCSW) on call throughout the summer to advise our staff when assisting campers managing mental health issues. If your camper is experiencing mental health or extreme behavior difficulties at camp, our staff will work with the LCSW to determine if camp can continue to meet the campers needs, and what needs to be done to keep the camper safe and help them through their difficulties if they stay at Hosmer Point. In this situation the LCSW or a camp Director will be in touch with the camper's family before decisions are made.

Communicable Diseases and Disease Symptoms:

If your child has been exposed to any communicable diseases (including Covid-19) or has a fever or other symptoms within two weeks of opening day, please notify the camp right away. We will make a plan with the camp nurse and/or our consulting physician for the best way to safely get your child to camp. If they are not able to attend and cannot reschedule to another session, we will refund tuition in full.

Lice:

Take a moment prior to camp to check your child's head for lice - it's more common than you think! You can find instructions here: <https://www.aad.org/public/diseases/a-z/head-lice-treatment>. To keep our camp lice-free, we will screen campers for head lice at camp as well. If your child is found to have lice, the camp nurse will assist in making a treatment plan. Generally, campers can be treated at camp, but we reserve the right to send campers home if we cannot adequately treat them.

Bedbugs:

If you are staying in a hotel prior to your child's camp stay, please take precautions to help protect camp from bedbugs. Check hotel beds for bedbugs, and store luggage and clothing on top of furniture or in the bathtub. If you think your belongings may have been exposed to bedbugs, please contact us as soon as possible (and before unloading luggage). We will make a plan to treat your luggage before moving in.

Ticks:

Ticks are much less common in this part of Vermont than in the rest of New England (in 2022, two ticks were found on campers). However, they are becoming more common. Ticks are the primary transmitters of Lyme Disease, and several other diseases. To prevent tick bites, we recommend that campers bring light-weight long pants and an EPA registered tick repellent (such as 30% Deet or 30% lemon eucalyptus oil) to spray on shoes, clothing, and exposed skin during activities in the woods. We will also have insect repellents available for campers to use. Permethrin treated clothing is also effective at stopping ticks, and is available commercially -- or you can treat your child's clothing yourself. Cabin counselors will instruct campers on how to look for ticks when changing into their swim suits or showering. Any ticks which are discovered will be removed by the camp nurse, and campers will be monitored for any signs of illness. Parents will be notified if their child was known to be bitten by a tick. The early symptoms of Lyme Disease include one or more of the following: circular target-shaped rash, fever, headache, muscle ache, and fatigue. We advise parents to be on the lookout for these symptoms after camp, and to seek immediate medical attention should they occur. We urge all parents to talk with their children about preventing tick bites and tick-borne illnesses. You can find more information on prevention from the [American Camp Association here](#), and from [the Vermont Department of Health here](#).

Camp Rules

Please ensure your camper is familiar with these rules before arrival:

- Under no circumstances may a camper be in the possession of any of the following: alcohol, drugs, tobacco or cannabis products (including e-cigarettes, vapes, jules, pipes, and edibles), fireworks, matches, lighters, or weapons.
- Campers must follow all safety rules.
- Campers may not leave camp grounds without Director or Parent permission, and must remain in their cabins after lights out (except for trips to the bathhouse).
- Any vandalism or theft of camp property will not be tolerated. Campers will be required to correct any damage and/or will be charged for repairs.
- Any harassment, hazing, or teasing with the intent to belittle, scare, offend, coerce, or harm is unacceptable at camp.
- The use of vulgar language will not be tolerated.
- Campers may not visit or enter cabins other than their own.
- Campers may not engage in public displays of affection or levels of physical contact that make others feel uncomfortable or which are deemed unsafe. All persons at camp must ask for and receive consent before initiating physical contact, romantic or otherwise.
- The use of cell phones, mp3 players, computers, tablets, smart watches, e-readers, and all other electronic devices is strictly prohibited while at camp.
- No food is allowed in the cabins.

Breaking any of the rules above may result in disciplinary action and/or dismissal from camp (at the discretion of the camp directors).

Transportation

Refer to the directions page under the Parent Portal tab on our website. We recommend using our directions when navigating from the highway to camp, as cell service can be spotty and there are many seasonal roads in the area.

Commercial Airline:

Commercial airlines have direct service to Burlington, VT (BTV) from various airports. The next closest airports are in Montreal, QC and Manchester, NH.

Airport Pick-Up and Drop-Off Service:

Hosmer Point offers a camper pick up and drop off service to Burlington International Airport. Email our office staff at least one week in advance to request this service. We request a \$50 each way donation to cover the cost of gas and staff time. Campers will be met by a Hosmer Point staff person age 21 or older who has been trained to drive campers in a camp van. Staff meet campers in the baggage claim area. For drop-offs, staff accompany campers to the security gate, or to the boarding area if they are unaccompanied minors. Staff stay in the airport until the camper's flight has departed.

Scheduling Flights:

Arrivals: Schedule flights to arrive between 11:00 AM and 3:00 PM on Opening Day.

Departures: Choose a flight departing between 10:00 AM and 2:00 PM on Closing Day.

Guidelines:

- All baggage fees must be paid in advance
- Email your child's ticket to: hosmerpointinfo@gmail.com
- Send your child with snacks or money for lunch
- We will be in touch via email a few days before the flight to confirm all the flight details and let you know who will be with your child at the airport.
- If there are last-minute changes to travel plans, contact the camp Office at 802-586-2090.
- If there is a delay, the camp office or your child (if they have a cell phone) will contact the person designated on your transportation form.

Unaccompanied Minors

Airlines vary in their requirements for children flying alone, but generally children under age 12 to 14 will need to fly "Unaccompanied Minor" (UM) status. You should request this, if needed, when you are making the flight reservations. Hosmer Point and you, the parent, will need to complete additional paperwork; and the airline will need to know who is meeting the camper at the airport. Please contact the camp office with this information. It is up to you to make sure all Unaccompanied Minor requirements are met. Be aware that different airlines may have different requirements. If your child is changing airlines, they may need multiple sets of forms.

Homesickness and Visits

Check out our new [Camp Readiness Checklist](#) for a list of skills & information to relay to your camper in the months before camp.

Homesickness:

Campers often say their weeks at Hosmer Point are the best of the summer. Camp is a wonderful place to exercise independence, learn, and grow. Nevertheless, we have all experienced homesickness at some point in our lives. It is a necessary part of growing up, can be mild or severe, and sometimes is harder on the parent than on the child. Many children will experience homesickness during their stay at camp, but with a coordinated effort by family members and the camp staff, we are confident that it can be overcome. We don't treat homesickness lightly and are willing to spend as much time as is necessary to ensure a positive camping experience for your child. Our counselors and directors have the tools and experience to help children through their difficult periods, and turn conquering homesickness into an empowering experience. Most campers will be fine in the first couple of hours or days.

In order to better promote a smooth transition, we have a busy schedule of activities, create lots of ways for children to get to know each other, and have counselors available and engaged with each individual child. Someone from the leadership team will certainly be in touch if a child's homesickness is getting in the way of their ability to have fun at camp so we can strategize about messaging. When homesickness is preventing a camper from enjoying themselves, we pair them with staff who check in with them between activities and help them set achievable goals for their day. This gives them a feeling of success which builds as they adjust to the camp environment. Almost always, the homesickness will fade within a few days, and the camper will feel a sense of achievement as they complete their session.

Here are some tips to help you and your child prepare for the ups and downs of their stay at camp:

- Speak openly of possible homesickness. Feeling homesick and missing family, friends, and pets is totally normal, even for adults - and learning how to have fun anyway is part of growing up. Knowing this, your child may accept feeling homesick with less anxiety.
- Don't feel guilty about encouraging your child to stay at camp. For many children, camp is the first step toward independence and plays an important role in their growth and development.
- Discuss what camp will be like before your child leaves. Consider role-playing situations, like asking a counselor for help or introducing yourself to someone for the first time.
- Practice spending nights away from home by scheduling some multi-night overnight stays with family or friends before camp.
- Examine your child's daily routine - especially bedtime. Are there parts of the routine that will be hard to replicate at camp (for example, having a parent read a bedtime story)? If so, work with your child to invent and test changes to the routine that give them more independence (such as the child reading their own bedtime story sometimes). This will give them confidence that they can manage without you at camp.
- Pack a personal item from home, such as a stuffed animal or favorite blanket.

- Heighten your child's interest by pointing out some of the exciting activities at camp, perhaps by watching the videos and reading more about camp on the web site. Or schedule a time for them to chat with a camp Director or connect with another camper. At the same time, be sure your child's expectations are realistic. He or she will be challenged and sometimes things may turn out differently than what they planned.
- Read the FAQ section of the website with your child so they have a better idea what to expect when they get to camp. The FAQ section was written specifically for first-time campers!
- Don't tell your child that you will come get them if they are homesick. This removes the motivation to overcome homesickness, and encourages campers to "wait it out" and stay miserable instead of trying to make friends or make the most of the activities offered. If allowed to stay for the full two weeks, we can almost guarantee that they will come to love camp.
- When dropping your child off at camp, take enough time to say hello to their counselor, and then leave. This is not a good time to linger. A cheerful, confident attitude on your part will get camp off to a good start.

Our experience has been that campers come to feel that Hosmer Point is a second home. We offer support, and encouragement to all our campers. We offer an opportunity for them to make lifelong friends while they are participating in activities they enjoy. It is our hope that you will find your child returning with more self-confidence, more of a sense of responsibility, and very happy (sad first, at having to leave their new friends). They will also have missed you and will love being with you again.

Visiting Camp:

We do not have a visiting day during our camps, as we find visits from parents often exacerbate homesickness and take away from the camp experience for the child being visited (or their friends who did not receive a visit).

Cabinmate Requests

Camp is a place to grow and make new friends. We also understand that it may make coming to camp a bit easier if your child comes with a friend. If that is the case, please let us know and we will take that into consideration when making cabin assignments. Cabinmate requests must be included on the Camper Information form. We arrange cabin groupings based on age, grade, and gender, so if your child's friend is of similar age we can likely meet your request. Please understand that we make cabin assignments well in advance, so if you turn in your form late, we may not be able to accommodate your request.

Camp Store

The Camp Store will be open a few times per week. For sale are Hosmer Point clothing, postcards, and jewelry, and items your child might need (such as water bottles, rain ponchos, soap, and stamps). **The camp store is cash-only. Your camper should bring money with them if they wish to make purchases.** As a guide, \$30 will be enough to buy a Hosmer Point hoodie, and \$20 will buy an insulated

waterbottle, our two most popular items. We ask that campers bring no more than \$50-\$75 with them. The Camp Store is also open on closing day if you prefer not to send money with your camper.

Camp Policies

Search and Seizure Policy: Leadership staff may search camper's belongings if there is a good reason to believe the camper is in possession of contraband, illegal, or stolen goods. Unless there is an immediate safety concern, camp staff will attempt to contact parents/guardians before any search is conducted. Any items on camp property, including locked luggage, may be searched. Recovered electronics and other contraband will be kept in the camp office until closing day or turned over to law enforcement if appropriate. Staff will never touch a camper in an attempt to perform a search of their clothes or body.

Enrollment Policy: The word is out about the great things that happen at Hosmer Point, and our sessions have filled earlier each year. Our goals for registrations are:

1. Maintain our camp community by enabling campers to return to the same session each year
2. Keep camp accessible to families of all incomes and backgrounds

To meet these goals we have tiered registration windows which prioritize campers returning to the same session. Registration tiers and dates for 2024 will be announced this summer.

Deposits: Campers are enrolled on a 'first come' basis. Returning campers registering before September 1 may register with no deposit. For all other registrations, a deposit is due at time of enrollment. The full deposit amount is due for all campers (including those who registered early) by October 15. We will not hold spaces for campers with no deposit after October 15.

Tuition Payments: Tuition balances are due by March 15, unless an automated payment plan for the full tuition amount is set up in advance. If the due date has passed at the time of enrollment, tuition in full or a payment plan is due with registration. Payment plans must be completed by the first day of camp. We ask for this commitment in order to guarantee your child's place. If we do not receive payment, or hear from you to let us know when to expect payment, we will assume that your plans have changed. We will cancel your camp reservation and register the first child on the waiting list.

Wait List Policy: When all openings have been filled in a given camp or sliding scale price bracket, applicants' names are placed on separate lists by age/gender groups by session, in the order which they are received. Families on the wait list will be contacted as additional tuition funds are received from donors and/or spaces in the session become available.

Cancellation Policy: A non-refundable processing fee of \$100 will be retained if you have to cancel your child's reservation, and do so prior to March 15. For reservations cancelled after March 15 and until one month before the first day of camp, we will refund 75% of your tuition amount. There will be no refunds for reservations canceled within one month of the first day of camp, except at the discretion of a camp director. For the 2023 season, the cancellation policy is waived if a camper needs to cancel because of exposure to a Covid-positive person.

Privacy Policy:

Hosmer Point employees have access to personal information on a need-to-know basis only.

To help campers maintain friendships, Hosmer Point WILL share the mailing address of each residential camper with the families of the other campers in their session, unless indicated otherwise on the letter to the counselors form.

Except for this use, Hosmer Point will not share your address, contact, social media account information, health, financial, or other personal information with third parties or persons not employed with or subcontracted by Hosmer Point or our parent organization, Concrete Foundation, Inc., without your express written or verbal consent (or the consent of a parent or guardian if you are a minor).