



Central Wasatch Commission

311 South State Street, Suite 330
Salt Lake City, UT 84111

April 18, 2025

Re: Employment Offer

Dear Emory:

It is a pleasure to extend to you an offer of employment with the Central Wasatch Commission interlocal entity (the "CWC"). We are looking forward to having you join us!

Here are the details of your employment:

You will start work on May 6, 2025 in the temporary, part-time position of Summer Research Intern. Your employment will conclude when the job description is fulfilled to the satisfaction of CWC staff, or by August 15, 2025; whichever is sooner. As such, you will perform the following services for the CWC:

- Conduct robust research and produce a comprehensive report on the history, designation timeline and process, community engagement process, and establishment outcomes and impacts of national conservation and national recreation areas across the United States.
- The report should include specific focus on the economic, recreational, environmental, and transportation impacts in the case studies.
- A GIS map or aerial imagery should be included in the research report, if available.
- Conduct interviews with the land, water, and road managers, indigenous communities, and other stakeholders to be included in case study reports.
- Meet weekly with the CWC Communications Director for guidance, and to set weekly and monthly research and reporting benchmarks.
- Periodic check-ins and status reports with other CWC staff.

Please be aware and remember during your employment by the CWC that you are not authorized to make commitments or contracts on behalf of the CWC.

In your job you will:

- Report to the CWC's Communications Director.
- Be expected to be familiar with and committed to the CWC's mission and work as well as to utilize excellent written and verbal communication skills, collaborative interpersonal



practices, sound critical-thinking and problem-solving skills, and to be organized in your job functions. You will comply with all applicable laws and regulations during your employment by the CWC, including those contained in the CWC's employee manual or announced to you from time to time by your supervisors.

- Work about 9-12 hours each week.
- Be a non-exempt employee and will be paid bi-weekly, in arrears, at the rate of \$15 per hour based on your actual work hours and otherwise in accordance with the CWC's payroll practices. You are not eligible for health insurance coverage, retirement, paid time off, or other benefits.
- Be an at-will employee whose employment may be terminated at any time by the CWC, with or without cause and with or without prior notice, subject to applicable law. Upon termination of your employment, you only will be entitled to compensation for your work performed prior to the effective date of such termination. Upon termination of your employment, you are required to return all CWC property that you received during your employment, including equipment, keys, records, data, memoranda, models, and other items that are either owned by the CWC or are proprietary to the CWC.

Please acknowledge your receipt and acceptance of this job offer by countersigning this copy and returning it to the CWC within the next few days.

If you have questions, feel free to contact the undersigned.

A handwritten signature in cursive script that reads "Lindsey Nielsen".

Lindsey Nielsen, Executive Director

I accept employment by the CWC as outlined above.

Printed name: Emory Schwieger

Signature: A digital signature block. It includes the text "Signed by:" above a stylized signature of "Emory Schwieger". Below the signature is a long alphanumeric string: "D20C3A031B434D5..."

Date: 04/22/2025