

# Breckenridge Grand Vacations

## Employee Benefit Summary

### Full Time

The following is a summary of benefits that are offered to our full time employees effective the first of the month following 60 days of full time employment. This summary may not be all inclusive. More information will be made available upon hire; the following is a recap and subject to change. This is not an employment contract.

#### **Group Medical, Dental, & Vision Insurance:**

- **Medical**
  - Self Funded Plan: Breckenridge Grand Vacations pays claims from premiums collected and corporate assets
  - Two Plans to choose from: PPO network is Rocky Mountain ASO
    - Plus (70%-30% coverage) Low Deductible
    - Gold (80% -20% coverage) High Deductible, Health Savings Account Eligible
  - Monthly Premiums under \$100 for single coverage
  - Please see Plan Document for information regarding eligibility, enrollment, etc.
- **Dental**
  - Self Funded Plan: Breckenridge Grand Vacations pays claims from premiums collected and corporate assets
  - Four tiers of coverage available through Delta Dental of Colorado
- **Vision**
  - Four tiers of coverage available through Vision Service Plan (VSP)

#### **Flexible Spending:**

- Dependent Care Spending Account provides a way for you to pay for dependent care expenses with pre-tax dollars.

#### **Long Term Disability Insurance:**

- Long Term disability for employees: pays 60% of earnings up to \$5000 per month in benefits after 6 months of disability.
- Breckenridge Grand Vacations pays 100% of monthly premiums for employees.

#### **Life Insurance and Accidental Death & Dismemberment:**

- Company provides \$20,000 of Life and Accidental Death & Dismemberment Insurance for each employee.
- Breckenridge Grand Vacations pays 100% of monthly premiums for employees.

#### **Voluntary Insurance:**

- Voluntary Life Insurance for self and dependents.
- Voluntary Short term Disability.
- Optional at Group Rates with Guaranteed Issue up to limits upon enrollment at initial eligibility.

#### **Personal Time Off :**

- Each regular full time employee is entitled to 40 hours of personal time off per calendar year.
- Personal days are calculated on the calendar year and are prorated during an employee's first year of eligibility.

- Personal days may not be accumulated and carried over from year to year. Any remaining balance at December 31<sup>st</sup> will be paid to non-exempt employees the following January at the employees standard rate. Any remaining balance at December 31<sup>st</sup> will not be paid to exempt employees.

**Vacation:**

Regular full time employees accrue paid vacation after completing continuous service as described below:

Maximum Vacation Granted	Length of Service
80 hours	After 1 through 4 full years of continuous full time employment
120 hours	After 5 through 9 full years of continuous full time employment
160 hours	After 10 or more full years of continuous full time employment

- Breckenridge Grand Vacations encourages employees to use all earned vacation time each year. Any unused vacation time is lost on the employee’s subsequent anniversary date.

**Holidays:**

- If a non-exempt employee works on a holiday specified below and he or she is paid on an hourly basis, he or she will be paid at one and one half times his or her standard hourly rate.
- If an exempt employee works on a holiday specified below, he or she will receive eight hours of holiday credit which they can schedule to use at a later date. Exempt employees, who are normally scheduled to work on one of these holidays, but do not work because their department is closed, will receive eight hours of holiday pay for that holiday. Exempt employees who are normally scheduled to be off on a particular holiday will not receive eight hours of holiday credit for that particular holiday.
- Recognized Holidays:
  - New Year’s Day
  - Memorial Day
  - Independence Day
  - Labor Day
  - Thanksgiving Day
  - Christmas Day

**Leave of Absence:**

- The company provides a variety of leave options for eligible employees when necessary
  - Leave under the Family and Medical Leave Act (FMLA)
  - Non-Qualified Family and Medical Leave
  - Personal Leave of Absence (maximum 30 days)
- Other Leaves Available
  - Military Leave
  - Bereavement Leave
  - Jury Duty
  - Colorado Parental Leave

**401(k) Retirement Saving Plan:**

- The 401(k) Plan allows employees to contribute from 1% - 80% of compensation to the Plan.
- The contributions to the Plan may be made with traditional pre-tax OR post- tax Roth 401(k) dollars
- Employees are eligible to receive the Company match after 12 consecutive months of employment. The Company match is made annually during the first quarter of each year to those employees who were active

employees as of December 31 of the previous year. Matching contributions are subject to a vesting schedule and amount to 50% of employee contributions, up to a maximum of 5% of compensation.

**Training and Education Benefit:**

- In an effort to encourage all employees to pursue further education to enhance their job performance or qualify them for promotion, the Company has established a Tuition Assistance program to assist employees in paying for job related education.
- The tuition reimbursement program is currently limited to \$1,000 per employee, per calendar year, and does not cover Real Estate Classes.

**Employee Recruitment Program:**

- Employees may receive a cash incentive for recruiting a family member or friend for staff position with BGV, upon hiring and successful completion of 60 days employment.

**Employee Recognition Program:**

- The Great Vacations Award recognizes employees each month for demonstrating superior commitment to the BGV mission - Our Family Commitment: Always Great Vacations. The award is given to employees who go “above and beyond” in providing service to guests/owners, co-workers, and/or the greater community.
- The Brite Idea Award is presented to an employee who has offered a creative and significant idea for improving the company’s efficiency, profitability, etc.
- The Superior Service Award is presented annually to honor an employee who has provided a consistent and exceptionally high level of service to owners and guests.
- The Community Service Award is presented annually to honor an employee who has made significant contributions of time and talent to benefit the community.
- The Kaizen Award is presented annually to honor the department that has shown the greatest improvement in performance over the previous year.
- The Greatest Change Award is presented annually to honor an employee whose has offered and implemented an idea for a significant change to company policies and/or procedures that has positively impacted BGV’s service, profitability, etc.
- The Behind the Scenes Hero Award is presented annually to honor an employee whose work, while not on the “front lines” of customer service, has contributed significantly to the efficient operation and the success of the company.
- Anniversary gifts are given to employees each year on or near their anniversary date to recognize service given.

**Summit Foundation Medallion Program:**

- Contributory Program that allows employee access to transferable skiing privileges at Breckenridge, Arapahoe Basin, Copper, Keystone, Vail, and Beaver Creek every day of the ski season for employee family and friends.

**Wellness Program:**

- Company sponsored initiatives and benefits to promote the physical, mental, and emotional wellness of staff and families on a continual basis.