



Employee Benefit Summary

Part Time

The following is a summary of benefits that are offered to our part time employees effective the first of the month following 60 days of part 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.

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.

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 you to contribute from 1% - 80% of your compensation to the Plan.
- The contributions to the Plan may be made with traditional pre-tax OR after tax Roth 401(k) dollars
- You will begin to receive the Company match when you have been employed for 12 consecutive months. The Company match is made annually during the first quarter of each year to those employees that were active

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

- If you recruit a family member or friend for a staff position with BGV, and if they are hired and they complete 60 days of employment, you may receive a cash incentive

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. Depending upon the length of service, anniversary gifts may be a cut flower arrangement, a green plant, or a gift box.

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.