

SEASONAL TEAM MEMBER

THE HOMESTEAD BENEFIT OVERVIEW

- *Base hourly rate plus seasonal 10% bonus, computed on hourly wage.
- *Lift tickets complimentary for associates and immediate family members (Equipment Rentals \$5.00).
- *Golf complimentary for associates and immediate family members (Golf Cart Fee \$5.00).
- *Discounts for accommodations, food & beverage, recreation merchandise.

PART TIME TEAM MEMBER

- *Base hourly rate plus seasonal 10% bonus, computed on hourly wage.
- *401k.
- *Paid Holidays - New Year's Day, Thanksgiving Day, The Day after Thanksgiving, Christmas.
- *Vacation - Earn up to 10 days paid vacation annually based on hours worked.
- *Personal day - 1 paid personal day per year.
- *Lift tickets complimentary for associates and immediate family members (Equipment Rentals \$5.00).
- *Golf complimentary for associates and immediate family members (Golf Cart Fee \$5.00).
- *Discounts for accommodations, food & beverage, recreation merchandise.

FULL TIME TEAM MEMBER

- *Base hourly rate plus seasonal 10% bonus, computed on hourly wage.
- *Health Insurance.
- *401k.
- *Life insurance - company paid \$20,000 life insurance policy.
- *Vacation - Earn up to 10 days paid vacation annually based on hours worked.
- *Personal day - 1 paid personal day per year.
- *Paid Holidays - New Year's Day, Thanksgiving Day, The Day after Thanksgiving, Christmas.
- *Birthday Bonus - paid day off, \$250, and birthday cake.
- *Tuition reimbursement.
- *Ski Lift tickets complimentary for associates and immediate family members (Equipment Rentals \$5.00)
- *Golf complimentary for associates and immediate family members (Golf Cart Fee \$5.00)
- *Discounts for accommodations, food & beverage, recreation merchandise.

BENEFIT ELIGIBILITY DETAILS

- *Paid Holidays - Full time and part time eligible for holiday pay after 90 days.
- *Vacation - Full time and part time eligible after 90 days . Based on hours worked in previous calendar year.
- *401K - Full time and part time eligible for 401k after 90 days. Open enrollment twice per year.
- *Health Insurance - Full time team members eligible on the 1st of the month following 30 days of employment.
- *Life Insurance - starts on first day of employment.
- *Seasonal Hourly Bonus - Bi-annual paid out after completion of summer (September 30) and winter (March 31) for total hours worked in that time period multiplied by 10% hourly bonus. **Does not include Salaried employees**
- *Ski, Golf, Discounts - Access to these benefits during peak times may be limited to maximize service to guests. Confirm plans in advance with managers.
- *Tips & Commissions - Standard operating procedures specific to the job in place for any eligible position.
- *Tuition reimbursement - All full time team members employed a minimum of 1 continuous year may apply for this benefit. Courses must apply directly to job and application approved. Completion of course and final grade of "B" or higher required for 50% reimbursement. The remaining 50% will be reimbursed after the team member has been actively employed for one year following the the satisfactory completion of course.

SEASONAL BONUS EXAMPLE

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Hourly Rate:

\$16.00

Hourly Bonus:

\$1.60

Winter Season October 1 – March 31:

888 Hours worked (37 hours weekly average)

Summer Season April 1 – September 30:

936 Hours worked (39 hours weekly average)

Winter Season Bonus Paid in April:

$888 \times 1.60 = \$1420.80$

Summer Season Bonus Paid in October:

$936 \times 1.60 = \$1497.60$

Total Annual Bonus:

\$2,918.40

Total Compensation Hourly Rate Including Bonus:

\$17.60 per hour

*Estimate example for bonus prior to taxes/deductions.

ASSOCIATE DISCOUNT INFORMATION

CATEGORY	DISCOUNT
ACCOMMODATIONS	35%
FOOD, BEVERAGE, MERCHANDISE	35%
RECREATIONAL FACILITIES	COMPLIMENTARY

*EMPLOYEE POLICY MANUAL INCLUDES DETAILS FOR
ALL BENEFIT & EMPLOYMENT INFORMATION