



2016-2017 Winter Seasonal Benefits

TO RECEIVE DISCOUNTS YOU MUST ALWAYS SHOW YOUR JHMR EMPLOYEE PASS!

Welcome to a fun-filled winter at Jackson Hole Mountain Resort. We hope you enjoy your experience with us. Remember to take time to enjoy your beautiful surroundings. This brochure is intended to inform you of your benefits as a winter seasonal employee.

Skiing and Snowboarding Privileges

JHMR Grand Pass: Employees must work at least 15 hours each week. Full-time employees also receive free Grand Passes for spouses and dependent children.

Grand Targhee: Free skiing and snowboarding for full-time employees, at Grand Targhee's discretion. You must take your employee pass and a letter filled out by your supervisor.

Snow King: Free skiing and snowboarding for full-time employees, half priced tubing, and half priced coaster rides, at Snow King's discretion. You must take your employee pass and a letter filled out by your supervisor.

Intermountain Ski Area Association: Discounts on Skiing and Snowboarding at Resorts in Utah, Montana, Idaho, and Wyoming:
Contact Jen at x2713 or Kristin at x2743 for more information on ISAA cards. <http://isaa.org/>

The Mountain Collective: Receive unlimited 50% off lift tickets at Aspen/Snowmass, Squaw Valley/Alpine Meadows, Sun Valley, Alta, Snowbird, Mammoth, Whistler Blackcomb, Lake Louise, Sunshine Village Thredbo, Coronet Peak, Revelstoke, Stowe, The Remarkables, Telluride and Taos. No blackout dates, valid through each resorts entire season.

See HR & Safety for required 50% off card.

Recognition

Ambassador Club and Super Ambassador Club: Programs designed to recognize employees and supervisors/managers for their superior guest services. Any employee can nominate another employee who they feel exemplifies any of JHMR's four Values: Always an Ambassador, Be Safe, Be Green, and Have Fun. Nomination forms and instructions can be found on the employee dashboard. www.jacksonhole.com/employee.html

Jackson Hole Resort Lodging

Up to 25% discount (depending on dates, availability and property restrictions) for immediate family members on Jackson Hole Resort Lodging condominium units. To make reservations, contact the JHRL Reservations Department at 1-800-443-8613.

Retail and Rental

20% discount on accessories, soft goods and ski/snowboard hard goods, 10% additional discount on sale items, 20% discount on bicycle repairs/tunes, 40% discount on ski and snowboard repairs/tunes, 50% off rentals/demos. Discounts good at Jackson Hole Sports, Teton Village Sports, Hoback Sports, Hole in the Wall Snowboard Shop, Mountain Khaki, JH Sports Junior, and JH Resort Store.

Discounts only apply to products representing the season employed. Ski Purchases subject to special order.

Food and Beverage

40% discount at Nick Wilson's, Casper Restaurant, Caf  6311. 20% discount at General Store, Corbet's Cabin and Rendezvous Lodge restaurants. Due to capacity issues the employee discount is not eligible at Rendezvous Cafeteria between 12 pm-2 pm. Discount applies to employee's food only. 20% off at Piste Restaurant for employees for up to a table of four people (alcohol and gratuity not included).

Mountain Sports School

Group Lessons: Employees may take up to 3 full day ski or snowboard group lessons for free on a space availability basis. To enroll, employees must sign up at the MSS Sales desk in the Bridger Center. There must be at least one paying guest in a lesson for employees to enroll. Employee lessons are not available during peak periods.

Employee dependents receive 50% off daily group lessons on a space available basis. Advance registration at the MSS Sales desk in the Bridger Center or Kids Ranch required. This benefit is not available during peak periods.

Camps: Employee participants receive 50% off adult ski and snowboard camps on a space availability basis.

Kids Ranch Wrangler Daycare Program: Daycare pricing for employee children available. Reservations must be made at least 7 days in advance to receive employee rates. Blackout dates apply. Immunization records required for enrollment. Call 307-739-2788 for more info and pricing.

Pioneers, Rough Riders and Explorers (Ages 3 - 14): 50% off daily group ski and snowboard lessons for employee's children during non-peak seasons, 50% off all local season-long programs.

To make reservations for Kid's Ranch programs go to www.jacksonhole.com/employee.html and click on the Employee E-Store link.

These benefits apply to children of employees only. Employee rates for children's programs only available during blackout periods to employees working on the day the product is purchased. Blackout dates for the 2015-2016 season are: 12/19-1/3, 2/13-2/21, and 3/12-3/27. Children must be picked up promptly or benefits may not apply.

Employee Wellness

Insurance Reimbursement: After three consecutive full-time winter seasons (500 hours in operating season) JHMR will reimburse employees for their out of pocket individual medical insurance premiums depending on years of service: 3-4 years = \$125/month, 5-14 years = \$150/month, 15+ years = \$175/month. Deadline is 4/22/2016. Call HR & Safety to check eligibility.

Sick Day: At the start of an employee's 3rd consecutive full time winter season, the employee will earn seasonal sick leave on the following schedule:

<u>Service</u>	<u>Sick time eligibility</u>
3-4 years	16 hours
5-9 years	24 hours
10 + years	40 hours

Seasonal sick time is to be used for the following purposes: illness or injury of employee or immediate family member (parent, sibling, spouse or children), death in the family, and doctor or dental appointments. It is not for any other purpose. Violation of this policy is grounds for disciplinary action. Employees must be scheduled to work in order to use seasonal sick leave.

A regular work week cannot be enhanced with seasonal sick hours to put the employee into overtime nor do seasonal sick hours count towards hours worked for overtime. Employees are not to go into the negative on seasonal sick hours; any hours in the negative will be paid back to JHMR immediately.

JHMR will pay for one-half (1/2) of any unused seasonal sick leave upon favorable completion of the season. Completing the season is defined as terminating no earlier than 3 weeks prior to the end of the season, unless the employee is terminated for lack of work. There will be no carry over from one season to the next.



2016-2017 Winter Seasonal Benefits

TO RECEIVE DISCOUNTS YOU MUST ALWAYS SHOW YOUR JHMR EMPLOYEE PASS!

Employee Assistance Program (EAP): Free, confidential counseling for a wide variety of personal problems, issues, and concerns for employees and their families.

www.apshelplink.com Company Code: EAPNOW
For an appointment call: 1-800-999-1077
24-Hour Crisis Line: 1-800-833-3031

Teton Village Clinic: Employees get one \$15 visit during season. EXCLUDES: X-rays, prescriptions, shots, blood work, & splints.

Wyoming Quit Tobacco Program: Support and discounts on medications/ quit methods. Call 1-800-QUIT NOW or go online <http://www.quitnet.com>

Major Medical/Accident Insurance

BCBSWY: Individual health insurance and guidance on the marketplace. Deductibles and premiums vary.
Contact Matt Cooper at 307-733-3909

State Farm: Temporary and individual health insurance. Deductibles and premiums vary.
Contact Katie Murphy at 307-203-2233

AFLAC: Supplemental Insurance is available to year round and seasonal employees. AFLAC offers policies for Accident only, Short Term Disability, Dental, Vision, Cancer and Hospitalization.
Contact Rob Woodson at 307-734-0923 or rwoodsoninsurance@gmail.com

Jackson Hole – Valley Discounts

Transportation: Free START Bus privileges to and from town. Employees must show pass each ride. Carpool with 3 or more to get free parking in the Ranch Lot.

50% reimbursement for the purchase of a multi-day Commuter Pass when traveling from Teton Valley or Star Valley.
Must bring receipt to HR & Safety office.

Moose Hockey: 50% off tickets with employee pass.
Free employee night Saturday, January 14th!

Jackson Hole Ski Club: \$20 Membership.
Call 307-733-6433 for more information.

Teton Sports Club: Employees may purchase a membership at a discounted rate. \$219 for Ski Season (Nov 1-Apr 9) or \$60/month for single; \$90/month for couple w/ 6 month min.
Call 307-733-7004 for more info.

Inversion Yoga:

\$135 - 10 class pack, \$240 - 20 class pack, 1 month unlimited \$140 and \$360 - 3 month unlimited. Must show employee pass for discount.

Revolution Indoor Cycling: JHMR Employees save 15% off 1-MONTH UNLIMITED, 5, 10 & 20 PACKS.
Use Promo Code: JHMR15 at checkout. A class PACK can be shared by multiple people while UNLIMITED passes are based per-person. Please note the expiration time frame and cancellation terms for each. No extensions/exceptions.

National Museum of Wildlife Art: \$2 off Adult/Senior admission with your JHMR employee pass.

Grand Teton Music Festival: Two Free Tickets. Call the Box Office 307-733-1128 the day of a show to check availability. Then take your Employee ID to the box office window one (1) hour prior to show start time to receive complimentary tickets, subject to availability. Schedule information is available online: www.gtmf.org

Jackson Hole Mountain Guides: 10% off of any AIARE Level 1 or L2 Course for this winter season. You can book any course for the season, but Promo Code expires January 31, 2017.
Visit <http://jhmg.com/class-type/avalanche-education/>
Promo Code: besafejhm

Other Discounts

Experticity: Recognizes your role as an industry employee and offers deep discounts on wide range of brands.
www.ProMotive.com/jacksonholeresortemployees

Cirque Mountain Apparel: 40% off. Apply online at www.cirquemtn.com/pro

Outdoor Research: To apply, visit: www.outdoorresearch.com/vip Qualified applicants can use Promo Code R3PRO for additional 5% off Pro Pricing

Praxis Skis: Industry members special pricing. Visit: www.PraxisSkis.com/Pro-Purchase-Application

Verizon Wireless: Discount on existing or new service. Visit <http://www.verizonwireless.com/b2c/employeeEleu/paystubInput.do?sourceJsp=/employee/eleuLanding.jsp> to apply.

VPI Pet Insurance: Up to 15% discount for multiple pets.
Visit: <http://eb.petinsurance.com/>

Epic Relays: \$200 dollars off 2017 Team Relay Races.
Contact: Jacci Cottle jacci@epicrelays.com

Liberty Mountain: Outdoor Pro Purchase Program. Apply online at www.libertymountain.com/pro

For more information contact:

Mary Hamman
Mary.Hamman@JacksonHole.com

Visit the Employee Dashboard for important links:
www.jacksonhole.com/employee.html

Access your pay statements and W2(s) by going to <https://workforcenow.adp.com>
(Instructions to sign up can be found on the Employee Dashboard)

Note: Benefits are currently available to JHMR winter seasonal employees. These benefits are subject to limitations and may change at any time, with or without notice, at the discretion of JHMR Management.