

Employee Resort Privileges: Summer 2024

**There's magic in our mountain.
A visit here is transformative.
Physically, emotionally, or spiritually,
Blue Mountain will move you.**

We create something special here – for fellow employees, our guests, and ourselves. True to our purpose, we want you to be moved by your experience so you can share your stories with each other and with our guests. We want you to have fun and explore all that Blue Mountain has to offer. What better way to do that than to offer you and your family members privileged access to resort amenities and activities.

In this document, you will find explanations of your privileges in further detail, so you understand how best to enjoy them. In knowing our mission, we ask that you remain dedicated to enjoying your amazing resort privileges during times where guest volumes are less busy or as outlined in this document.

If you have questions, please contact Human Resources by submitting a Freshservice ticket to hr@bluemountain.ca.

Quick Tips

- Every active employee requires an Alterra Mountain Company (AMC) Pass as it is their Employee ID card.
- Employees are entitled to their privileges when they are active employees.
- Discounted tickets are not for resale.
- Have fun and share your experiences!

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A. PASS PERKS

ALTERRA MOUNTAIN COMPANY (AMC) PASS

All employees will receive an Alterra Mountain Company Pass. The pass is used for two purposes:

- a) Employee identification
- b) Direct to lift access (WINTER) to all Alterra owned Resorts, including Blue Mountain Resort, as well as direct access to Gondola and Hiking Trails (SUMMER).

Employees are required to present their Alterra Pass to validate their eligibility for employee-only discounts/privileges and to gain admittance to employee events.

Full/Part Time Year-Round, Flex Year Round and Season-to-Season Employees

Are hired any time of the year and will use an Alterra Employee Pass as their employee identification and to provide access to employee discounts and privileges at Blue Mountain and Alterra Mountain Company owned resorts. The Alterra Mountain Pass is renewed every year in October and remains valid during the length of their employment at Blue Mountain. Employees may be asked to sign a new Waiver of Liability each year.

Full/Part Time Seasonal Employees

Are hired for a short-term duration and will use an Alterra Employee Pass as their employee identification and to gain access to employee discounts and privileges at Blue Mountain and Alterra Mountain Company owned resorts during the season in which they work. The Alterra Mountain Pass is deactivated at the end of the season. Seasonal employees must re-apply for their Alterra Mountain Pass each season that they are rehired.

Volunteers

Are entitled to the resort privileges during the season in which they work (i.e., winter seasonal employees enjoy the winter perks, summer seasonal employees enjoy the summer perks). Alterra Mountain Passes for volunteers will automatically be deactivated at the end of season.

Occasional Employees

Do not receive an Alterra Mountain Pass. Occasional employees receive one free lift ticket per shift worked, as requested by the employee at the end of each shift.

Once Employment Ends

All employees who leave Blue Mountain for any reason (including end of season) must return their Employee Pass to Human Resources or their department leader. In the event of early termination of employment, employees are required to return their pass and their dependents' passes to Human Resources or their leader. If the employee does not return their pass or their dependents' pass(es), the employee will be required to pay an administration fee for each pass based on the following fee schedule:

- Unreturned Alterra/Blue Mountain (Seasonal) Employee Pass - \$100.00
- Unreturned Alterra/Blue Mountain (Seasonal) Dependent Pass - \$100.00



ALTERRA MOUNTIAN COMPANY DEPENDANT PASS

Certain employees are able to share privileges with their eligible dependents by applying for an Alterra Mountain Company Dependent Pass. The pass is used for:

- a) Direct to lift access (WINTER) to all Alterra owned Resorts, including Blue Mountain Resort,
- b) Direct gondola and hiking trail access (SUMMER) to all Alterra owned Resorts, including Blue Mountain Resort.

Dependents are required to present their Alterra Mountain Company Dependent Pass to validate their eligibility for these privileges. Note: this pass is a taxable benefit in the Winter season, but it is not a taxable benefit in the Summer season.

Full/Part Time Year-Round, Flex Year Round, Season-to-Season, and Full/Part Time Seasonal Employees

Employees' eligible dependents are eligible for resort privileges. To obtain a dependent pass, the employee must submit an application. Failure to provide all required documentation may result in the employee's application being denied by Blue Mountain Resort.

Volunteer + Occasional Employees

Are not eligible to apply for the Alterra Mountain Dependent Pass.

Who qualifies as an "eligible dependent"?

An eligible dependent is an employee's spouse – married or common-law (12 month of cohabitation) or an employee's child(ren) under the age of 16, or under age 21 (if registered in post-secondary education).

IKON BASE PASS

One of the many things that unit us is our passion for the mountains, and for many of us this is part of what influenced us to begin our careers at an iconic mountain resort.

Full Time Year-Round, Flex Year-Round, and Season-to-Season Employees

Employees are eligible to apply for and receive a free Ikon Base Pass. In order to be eligible for the IKON Base passes, employees must have an active Alterra Mountain Company Employee/Dependent Pass and must make an application to obtain one.

Full Time Seasonal

Employees can purchase an Ikon Base Pass at a discounted rate. In order to be eligible for the IKON passes, employees must first have an active Alterra Mountain Company Employee/Dependent Pass and must make an application to obtain one.

Part Time Seasonal, Part Time Year-Round, Volunteer and Occasional Employees

Are not eligible to apply for the Alterra Mountain Dependent Pass.



B. RECREATION PERKS

BEACH

Blue Mountain Beach is available to employees and their dependents by presenting their **Alterra Mountain Company Employee/Dependent Pass** to gain entry. Employees are permitted to bring one (1) vehicle per day.

Employees and their family must bring their own towels and their own chairs.

Employees have access to free boat rentals at the Blue Mountain Beach.

Employees are not exempt from the capacity, and if the beach is at capacity, they will not be able to enter until some guests leave.

GOLF

Valid Alterra Mountain Company pass must be presented at the time of check-in for employee discounts to be applied. If Pass is not presented, employee will be charged full price. Discount is available **Monday through Thursday, excluding holidays**.

Tee times can be booked no earlier than 24-hour in advanced and must be done by calling (705) 445-0231. Any bookings made online or via contact center will not be processed on arrival.

Blue Mountain retains the right to cancel or modify reservations if the course is busy with paying guests or events. Employees will be asked, and are expected to, come in off the course after the last paying guest(s) have finished their round. Employees are expected to follow all guidelines and show respect to their fellow golf-course employees and our guests. Any abuse—including last minute cancellations, last minute request to modify tee times, or misconduct—risk the employee losing their golf privileges.

Full Time Year-Round, Flex Year Round and Season-to-Season Employees

- Free access for **1 round per week** (includes green fees and if available, cart rental). Additional rounds available at Manager discretion.
- Based on business volumes, employees may be bumped from their round.
- 50% discount on golf club rentals, if availability permits.
- May bring up to (3) guests per visit at a 50% off discount.

Part Time Year-Round, Temporary, Full/Part Time Seasonal and Volunteer Employees

- 50% discount for **1 round per week** (includes green fees and if available, cart rental). Additional rounds available at Manager discretion.
- 50% discount on golf club rentals, if availability permits.
- May bring up to (3) guests per visit at a 50% off discount.

Occasional Employees

Are not eligible to participate in Golf Perks.



HIKING & GONDOLA

Employees and their dependents will have **unlimited and free** access to the Gondola and the Hiking Trails via their Alterra **Mountain** Pass (staff ID card) **and Alterra Mountain Dependent Pass**. If hiking or using the gondola you must always have your ID Card/Pass on you.

MOUNTAIN ADVENTURES

Employees at Blue enjoy great perks! Experience the attractions, along with your friends and family, with a variety of different ticket types. Please review [Attraction Day Tickets](#) page for inclusions and details. Employees must show their active Alterra Mountain Pass upon redemption for discounted tickets/passes.

Play-All-Day Ticket

- May be enjoyed **Sunday-Saturday at a 50% discount**
- Includes unlimited daily access to Blue Mountain Beach, Lumber Lanes Climbing Centre, Canopy Climb Net Adventure, Cascade Putting Course, Chutes & Loops Ball Run, Hiking Trail Network, Mill Pond Activity Centre, Open Air Gondola, Plunge! Aquatic Centre, Ridge Runner Mountain Coaster, Timber Challenge High Ropes, Wind Rider Triple Zips, Cocoon Crawl Playscapes, and Agora: Path of Light.
- Employees must purchase in advance and on-line. To book online, use the [Employee Activity Booking](#) page.

Explore-All-Day Ticket

- May be enjoyed **Sunday-Saturday at a 50% discount**
- Includes unlimited daily access to, Canopy Climb Net Adventure, Chutes & Loops Ball Run, Hiking Trail Network, and Open Air Gondola.
- Employees must purchase in advance and on-line. To book online, use the [Employee Activity Booking](#) page.

Segway

- May be enjoyed **Monday - Thursday at a 50% discount**
- Includes one-time access to Mountaintop Segway Tour
- Employees can purchase in advance on-line. To book online, use the [Employee Activity Booking](#) page.

Play-As-You-Go Tickets

- May be enjoyed **Sunday - Saturday at a 50% discount**
- Includes one-time access to Blue Mountain Beach, Lumber Lanes Climbing Centre, Canopy Climb Net Adventure, Cascade Putting Course, Chutes & Loops Ball Run, Hiking Trail Network, Mill Pond Activity Centre, Plunge! Aquatic Centre, Ridge Runner Mountain Coaster, Timber Challenge High Ropes, Wind Rider Triple Zips, and Cocoon Crawl Playscape.
- Pre-sales are not accepted. Employees must purchase discounted tickets from Guest Services on the day they intend to use this perk. Valid Alterra Mountain Pass is required to redeem discount.



Cancellation/changes can be made via email at refund@bluemountain.ca up to 9am, three days prior to arrival without penalty. Upon purchase, your credit card will be charged for the agreed upon amount regardless of whether the ticket is redeemed. If cancellation/changes are made within three days of the attraction date, or if you do not arrive on your scheduled date, the reservation will be cancelled, and your deposit will be forfeited.

Visit our website at www.bluemountain.ca to see a complete list of on-resort activities, including [age and safety requirements](#).

SKI / SNOWBOARD LESSESONS

Daily Lessons

1. 60-minute Private Lesson; Adult Beginner groups; Kids Group Daily lessons
 - 30% off
 - Monday - Thursday only
 - Blackout Dates for offer Include: Christmas Holidays, Family Day and March Break.

Access to the self-learning terrain is complimentary to staff & family. If rentals or lift tickets are needed discounts are subject to the regular eligible staff discounts for those products.

Multi-Week Programs

Employees, their spouse, and their children can participate in Blue Mountain's ski or snowboard programs for a discounted rate of 30%.

Reservations are required. Please call 833-583-BLUE (2583).

C. FOOD AND BEVERAGE PERKS

All employees receive 40% off their purchase on select culinary experiences from Blue Mountain Resort operated establishments. Discounts are for food, coffee, tea, hot chocolate, and fountain pop. There are no discounts for alcohol, already discounted items, confectionary items, chocolate bars, and packaged foods including bottled beverages.

The 40% discount applies to the employee's meal only; it does not apply to the food purchases of non-employees on the same bill (if applicable).

See further details for each Food and Beverage establishment below.

BASE LODGE – GRAND CENTRAL EATERY

- 40% discount provided to all employees, on select food and beverage. Discounts are for food, coffee, tea, hot chocolate, and fountain pop.
- There are no discounts for alcohol, already discounted items, confectionary items, chocolate bars, and packaged foods including bottled beverages.
- Employees must present their valid Employee Pass/ID card to receive their discount.

BEACH HUT

- 40% discount provided to all employees, on select food and beverage. Discounts are for food, coffee, tea, hot chocolate, and fountain pop.
- There are no discounts for alcohol, already discounted items, confectionary items, chocolate bars, and packaged foods including bottled beverages.
- Employees must present their valid Employee Pass/ID card to receive their discount.

RESTAURANTS – THE POTTERY, JOZO’S ORIGINAL APRES, SUMMITVIEW

- 40% discount provided to all employees, on select food and beverage. Discounts are for food, coffee, tea, hot chocolate, and fountain pop.
- There are no discounts for alcohol, already discounted items, confectionary items, chocolate bars, and packaged foods including bottled beverages.
- Employees must present their valid Employee Pass/ID card to receive their discount.
- Employees should tip their server on the retail amount of their meal, not the discounted amount.

MONTERRA GOLF

- 40% discount provided to all employees, on select food and beverage. Discounts are for food, coffee, tea, hot chocolate, and fountain pop.
- There are no discounts for alcohol, already discounted items, confectionary items, chocolate bars, and packaged foods including bottled beverages.
- Employees must present their valid Employee Pass/ID card to receive their discount.

OUTLETS – STARBUCKS, COKE CONTAINER, CHILL SEEKERS

- 40% discount provided to all employees, on select food and beverage. Discounts are for food, coffee, tea, hot chocolate, and fountain pop.
- There are no discounts for alcohol, already discounted items, confectionary items, chocolate bars, and packaged foods including bottled beverages.
- Employees must present their valid Employee Pass/ID card to receive their discount.

D. KIDS PROGRAMMING PERKS

SUMMER CAMP

Share the mountain experience with your eligible dependents; enrol them in camp!

Any active employee is eligible to receive a 30% discount on summer camp programs for their children when space is available. Camp programs include Mountainside Camp, Beachside Camp, Monterra Tennis Camp, and Multi-Sport Camp.

To reserve Summer Camp please call 833-583-BLUE (2583).

KIDS@BLUE CHILDCARE

Employees who require care for their children are eligible to go to the top of the waitlist for Kids at Blue Childcare spots. Contact the childcare directly by emailing Andi at acondron@bluemountain.ca for further details.

E. LODGING PERKS

All work and no play isn't the Blue Mountain way. All of our employees should take the time to experience the resort as a guest and extend that experience to friends and family. We are pleased to present the following special lodging rate program for all employees, their family and their friends.

BLUE MOUNTAIN INN, VILLAGE SUITES, MOSAIC BOUTIQUE SUITES, RESORT HOMES

Employee Lodging Rate

Employees aged 19 years or older with a valid Alterra Mountain Company Pass and their immediate family members ¹ can reserve accommodation at Blue Mountain properties at the discounted Employee Lodging Rate (ELR).

Employees and their family are expected to conduct themselves professionally. There is zero tolerance for noise and damage.

The ELR is available 7 days a week but is subject to availability, minimum stays and blackout dates. If the resort occupancy is forecasted to be higher than 80%, the ELR will not be available to book, in which case you will have the opportunity to book the Employee Friends & Family Rate at a 20% discount off the Regular Rate. Reservations cannot be made more than 90 days in advance.

Rates start at \$60 per night (plus tax + VAF) and are based on the room type reserved. Parking and Wifi not included. A maximum of 2 rooms per night per employee can be booked at this special rate. Regular check in policies apply. ID and credit card or alternate method of payment is required. An authorization for the amount of the room + tax + incidentals will be processed at check in.

Visit BlueMountain.ca/Employee to reserve your room in advance. A deposit of 1st night stay is required at time of booking. To inquire about availability for same-day employee reservations, please visit the Front Desk of the hotel for which you wish to stay.

¹ Defined as parents, siblings, spouse/common-law partner and/or children. All must be 19 year of age or older.



Upon check-in,

- **Employee Stay:** Employees must present a valid Alterra MC Pass. If one is not presented, the regular rate will be applied to the reservation.
- **Immediate Family Stay:** Employees must send an email to frontofficemod@bluemountain.ca with the following information at least 48-hours prior to check-in. If email is not received, the regular rate will be applied to the reservation.
 - Guest Name
 - Reservation/Confirmation Number
 - Specify that it is an immediate family member
 - Employee name
 - Last 4 digits of employee Alterra MC Pass
 - Employee's department

Family + Friends Lodging Rate

Non-immediate Family Members and Friends of active employees, aged 19 years or older, can reserve accommodations at a discounted Friends and Family Rate (FFR). Employees and Immediate Family members can also use this rate when the Employee Lodging Rate (ELR) is not available.

Non-immediate Family + Friends are expected to conduct themselves professionally. There is zero tolerance for noise and damage.

The FFR is available 7 days a week but is subject to availability, minimum stays and blackout dates.

Accommodation can be booked at 20% off the regular rate based on room type. Parking and Wi-Fi not included. Regular check in policies apply. ID and credit card or alternate method of payment is required. An authorization for the amount of the room + tax + incidentals will be processed at check in.

Visit BlueMountain.ca/BMRFF to reserve your room in advance. A deposit of 1st night stay is required at time of booking.

Prior to check-in, employees must send an email to frontofficemod@bluemountain.ca with the following information at least 48-hours prior to check-in. If email is not received, the regular rate will be applied to the reservation.

- Guest Name
- Reservation/Confirmation Number
- Specify that it is a non-immediate family member and/or friend
- Employee name
- Last 4 digits of employee Alterra MC Pass
- Employee's department

THE WESTIN TRILLIUM HOUSE

Employee Lodging Rate

Employees aged 19 years or older with a valid Alterra Mountain Company Pass and their immediate family members ² can reserve special lodging rates at the Westin Trillium House.

Employees and their family are expected to conduct themselves professionally. There is zero tolerance for noise and damage.

The special rate is available 7 days a week but is subject to availability, minimum stays and blackout dates. Reservations cannot be made more than 90 days in advance.

Rates start at \$141 per night (plus tax + VAF) for a Deluxe Guestroom. Parking and Wi-Fi not included. A maximum of 2 rooms per night per employee can be booked at this special rate. Regular check in policies apply. ID and credit card or alternate method of payment is required. An authorization for the amount of the room + tax + incidentals will be processed at check in.

Visit www.marriott.com to reserve your room in advance. From the Marriott website, type “The Westin Trillium House Blue Mountain”, enter dates of stay and type **MMP** under the Special Rate/Promo Code section. NOTE: this special rate is not available at other Marriott properties.

Upon check-in,

- **Employee Stay:** Employees must present a valid Alterra MC Pass. If one is not presented, the regular rate will be applied to the reservation.
- **Immediate Family Stay:** Employees must send an email to info@westinbluemountain.com with the following information at least 48-hours prior to check-in. If email is not received, the regular rate will be applied to the reservation.
 - Guest Name
 - Reservation/Confirmation Number
 - Specify that it is an immediate family member
 - Employee name
 - Last 4 digits of employee Alterra MC Pass
 - Employee’s department

Friends and Family Lodging Rate

Non-immediate Family members and Friends of active employees, aged 19 years or older, can reserve accommodations at a discounted Friends and Family Rate. Employees and Immediate Family members can also use this rate when the Employee Lodging Rate is not available.

Employees and their family are expected to conduct themselves professionally. There is zero tolerance for noise and damage.

The special rate is available 7 days a week but is subject to availability, minimum stays and blackout dates.

² Defined as parents, siblings, spouse/common-law partner and/or children. All must be 19 year of age or older.



Accommodation can be booked at 20% off the regular rate based on room type. Parking and Wi-Fi not included. ID and credit card or alternate method of payment is required. An authorization for the amount of the room + tax + incidentals will be processed at check in.

Visit www.marriott.com to reserve your room in advance. From the Marriott website, type “The Westin Trillium House Blue Mountain”, enter dates of stay and type **MMF** under the Special Rate/Promo Code section. A deposit of the first night stay is required at the time of booking. NOTE: this special rate is not available at other Marriott properties.

Prior to check-in, employees must send an email to info@westinbluemountain.ca with the following information at least 48-hours prior to check-in. If email is not received, the regular rate will be applied to the reservation.

- Guest Name
- Reservation/Confirmation Number
- Specify that it is a non-immediate family member and/or friend
- Employee name
- Last 4 digits of employee Alterra MC Pass
- Employee’s department

F. RETAIL PERKS

[BLUE MOUNTAIN SUPPLY CO](#), [BURTON](#), [COLUMBIA SPORTSWEAR](#), [HILLSIDE OUTFITTERS](#), [LIFTED](#), [RED DEVIL SPORTS](#), [MONTERRA GOLF PRO-SHOP + THE NORTHFACE](#)

Employees enjoy a 30% discount (15% off hardgoods) at retail shops located on Resort and owned by Blue Mountain, which include Blue Mountain Supply Co., Columbia, Red Devil, Burton, Lifted, Hillside Outfitters, Monterra Golf Pro-Shop and The North Face.

There is no employee discount on already discounted items. Prices are final and cannot be used in conjunction with any other discount or promotion. Some brand and item exclusions apply. See store associate for details.

Employees must show their valid Employee Pass/ID card at time of purchase to validate their eligibility to receive their discount.

G. OTHER INCENTIVES AND PERKS

SALES INCENTIVE

Blue Mountain is recognized as Ontario’s Premiere Resort Destination. Accordingly, we would like to incent our employees to promote opportunities of a group overnight visit to their personal network.

Blue Mountain employees are entitled to receive a 5% commission payout of the lodging revenues (to a maximum of \$1,000) for their personal involvement for the initiation of **new** group business consisting of 20+ room nights. To date, we have paid \$12,500 to employees through this program.

Please contact Conference Sales at 833-583-2583 extension 3 for more details.



ALTERRA MOUNTAIN COMPANY DISCOUNTS

Employees in good standing are eligible to receive a variety of perks and deals through Alterra Mountain Company Perkspot. These include:

- Canadian Mountain Holidays (CMH)
- Resort Golf Privileges
- Resort Lodging Discounts
- Retail Discounts in Stores Owned by Alterra Mountain Company
- Food Discounts
- PLUS discounts on apparel, cell phones, electronics, travel, and so much MORE!

For more details on the above discounts, visit Alterra's Perkspot website at <https://alterra.perkspot.com/> and create an account.

VILLAGE DISCOUNTS

Employees are eligible to enjoy a variety of discounts at stores and restaurants in the Village at Blue Mountain.

Employees should ask about the discount at each establishment and are required to show their valid Employee Pass/ID card.

WEDDINGS AT BLUE MOUNTAIN

Employees are welcome to enjoy the resort as a guest on their wedding day. Food and lodging discounts are available for active employees in good standing, however, conditions will apply.

Please contact Conference Sales at 833-583-2583 extension 3 or more details.

Consistent with our Socializing on the Resort Policy:

Abuse of these privileges will not be tolerated, and we reserve the right to make changes or cancellations for any reason at any time, without notice. Employees are encouraged to experience all amenities that the resort has to offer but must do so with respect for guests, other employees, and Blue Mountain rules. Employee conduct and conversation must represent the resort in a positive and professional manner even if the employee is not working. Resort guests may recognize employees out of uniform and therefore still regard them as a representative of Blue Mountain.

