

# Employee Resort Privileges Winter 2022/2023

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 any questions, please contact Human Resources at [hr@bluemountain.ca](mailto:hr@bluemountain.ca)

## Quick Tips

- Every active employee requires an Employee Pass/ID card to receive their privileges.
- Employees are entitled to their privileges when they are active employees.
- Discounted tickets are not for resale.
- Have fun and share your experiences!

## Legend

E = Employee

S = Spouse

D = Dependent child 25 years and younger

N/A = Not available

## EMPLOYEE PASS

All seasonal and year-round employees will receive an Alterra Mountain Pass as their employee identification and are required to have one during their employment. Employees are required to present their Alterra Passes to validate their eligibility to receive their discount or privilege and attend employee events.

All year-round employees hired any time of the year use an Alterra Employee Pass that will act as their Employee Pass and provide access to all other employee discounts and privileges at Blue Mountain and Alterra Mountain Company owned resorts.

Both winter and summer seasonal employees 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). Seasonal Alterra Passes will automatically be deactivated at the end of season.

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Volunteers will also receive an Alterra Pass for the season in which they are volunteering, as their identification to receive their discounts and privileges. Dependents of volunteers are not eligible to receive resort privileges or discounts.

All employees who leave Blue Mountain for any reason (including end of season) must return their Employee Pass to 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

## ELIGIBLE DEPENDENTS

Employees can apply for their dependents to be eligible for certain resort privileges by completing an application and providing supporting documentation. Failure to provide this documentation may result in the employee's application being denied by Blue Mountain Resort.

Visit InfoBlue under "Perks & Privileges" to read more on requirements for determining eligibility of dependents.

Please see "Dependent Alterra Pass Taxable Benefit Information" under the Skiing and Snowboarding tab for more information.

## OTHER PASS PERKS

As a Blue Mountain employee, the Mountain is YOUR backyard and we want you to not only play here but share all that it offers with your crew. We're excited to share the latest employee pass perks with you effective this winter season.

Please scroll down to view a summary of our other perks and review which ones you qualify for.

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## PASS PERK

## WHO QUALIFIES?

<p><b>Alterra Pass</b></p> <p>All Blue Mountain employees and volunteers receive a free Alterra Season Pass giving them unlimited access to Blue and all Alterra-owned resorts throughout the ski season.</p>	<p><b>All employees and Volunteers</b></p>
<p><b>Ikon Pass</b></p> <p>Full Time Year-Round, Flex Year-Round, Season to Season and Contract employees are eligible to upgrade to an Ikon Pass. Full Time Seasonal employees can purchase an Ikon Pass at a discounted rate.</p>	<p><b>Full Time Year-Round Flex Year-Round Season to Season Long Term Contract</b></p>

### Bringing Your Nearest and Dearest

<p><b>Alterra Dependent Pass</b></p> <p>Blue Mountain employees can apply for Alterra Dependant Passes for their immediate family members. Dependent Passes are a taxable benefit.</p>	<p><b>All Employees</b></p>
<p><b>Alterra Companion Pass</b></p> <p>Full Time Year-Round, Flex Year-Round, Season to Season and Contract employees who have not accessed an Alterra Dependent Pass, may apply for one (1) Alterra Companion Pass for any friend or family member.</p>	<p><b>Full Time Year-Round Flex Year-Round Season to Season Long Term Contract</b></p>
<p><b>\$25 AMC Friends and Family Lift Tickets</b></p> <p>Full Time Year-Round, Flex Year-Round, Season to Season and Contract employees can redeem window tickets for \$25 (plus applicable taxes) at Blue and all other Alterra-owned resorts. (Some restrictions apply.)</p>	<p><b>Full Time Year-Round Flex Year-Round Season to Season Long Term Contract</b></p>
<p><b>Discounted Lift Tickets</b></p> <p>Paid employees can access a 50% discount off Blue Mountain daily lift tickets by presenting their Alterra Pass at any ticket window.</p> <p>All paid employees who do not have an IKON Pass can request a Letter of Introduction for Alterra Partner Resorts to access 50% off daily lift tickets at each destination. Again, some restrictions apply.</p>	<p><b>All Employees</b></p>
<p><b>5x7<sup>®</sup> Companion Pass</b></p> <p>All paid employees can purchase one (1) 5x7<sup>®</sup> for \$1 for a friend or family member. This is also a taxable benefit.</p>	<p><b>All Employees</b></p>

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## **DETAILS ON PASS PERKS AND HOW TO GET THEM:**

### **Lift Tickets at Alterra Mountain Company Resorts**

Year Round and Seasonal employees can use their Alterra Employee Pass to directly access the ski lifts at 14 Alterra Mountain Company owned resorts during their working season at Blue Mountain only (winter seasonal employees during the winter and summer seasonal employees during the summer). Once any employee leaves Blue, their Alterra Pass will be automatically deactivated.

New and rehired employees must be actively working for at least (30) days prior to being eligible to participate in this privilege.

***\*Dependent Alterra Passes are a taxable benefit. For more information what this is, please scroll down the Taxable Benefit Information heading.***

### **Alterra IKON Pass**

Full Time Year-Round, Flex Year-Round, Season to Season and Contract employees are eligible to upgrade to a complimentary Ikon Pass.

Full Time Seasonal employees can purchase an Ikon Pass at a discounted rate.

Current Prices:

1. Seasonal Employee and Dependent Ikon Base Passes
  1. Adult = \$199 US / \$249 CAD
  2. Young Adult = \$149 US / \$189 CAD
  3. Child = \$99 US / \$125 CAD
2. Seasonal Employee or Dependent full Ikon Passes
  1. Adult = \$399 US / \$499 CAD
  2. Young Adult = \$299 US / \$369 CAD
  3. Child = \$159 US / \$199 CAD

*How do I get an Ikon Pass?*

After filling out your Employee and Dependent Pass Application Winter 22/23, you will receive an email from our Guest Services department. This email will provide you with a link to “purchase” your Alterra Pass. If eligible to upgrade to an IKON Pass, you will be asked on this page whether or not you would like to upgrade.

Ikon Pass details here → <https://www.ikonpass.com/en/shop-passes/ikon-pass>

Ikon Base Pass details here → <https://www.ikonpass.com/en/shop-passes/ikon-base-pass>

### **Companion Alterra Pass**

If employees choose not to get a dependent pass, they are eligible to receive a complimentary Companion Pass. Definition of “Companion” is forthcoming but by choosing to get a Companion Pass you are not eligible to receive a Dependent pass.

No documentation will be needed for a companion pass.

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*How do I get an Alterra Companion Pass?*

Employees can apply for a Companion Alterra Pass on Workday Learning through the Employee & Dependent Pass Application Winter 22/23.

**\*\*RE: Companion vs Dependent Pass:** You can only choose one option. IE if you choose the companion option, you are ineligible for the dependent pass.

***\*This pass is a taxable benefit. For more information what this is, please scroll down the Taxable Benefit Information heading.***

### **\$25 AMC Friends and Family Tickets**

NEW this year, 12 discounted tickets will be loaded on to all FTYR (full time year-round), Flex Year-round, S2S (season to season) employee passes. Each of these tickets are priced at \$25 and are redeemed via the employees pass at the ticket window. The employee needs to be present. Blackout dates may apply. These tickets are eligible at any Alterra owned resort.

### **Discounted Lift Tickets at Blue Mountain for Family & Friends**

***\*For information on how to pre-purchase Friends & Family Lift Tickets, please visit the "Activities" section in this document. \****

Employees may purchase discounted lift tickets (8 Hour & Night) to access Blue Mountain's ski lifts 7 days a week excluding Employee Perk Blackout Dates. Employees can purchase these tickets for themselves and their friends/family by visiting Guest Services.

Tickets are not for resale and are valid only for lifts operated by Blue Mountain Resort.

### **5x7 for \$1 Companion Pass**

Another new and exciting pass perk that employees can use this season is our 5x7 for \$1 deal. Employees can get this pass for anyone in their crew.

\*Employees can get Dependent Pass(es) or a Companion Pass AND a 5x7 for \$1 if they so wish.

*How do I get a 5x7 for \$1?*

You can request this perk during your Staff Pass Application. You can then redeem it on the Blue Mountain website with the code provided to you by Guest Services.

**For 5x7 for \$1 option:** You will pay **only** the income tax on the value of 5x7 which depends on your income and personal tax situation. Blue Mountain does not and will not provide tax advice. We have provided a rough range of the income tax that you may pay for the 5x7 for \$1 depending on your tax scenario.

Adult 5x7 - \$58.00 - \$99.00

Young Adult/Senior 5x7 - \$45.00 - \$76.00

Youth 5x7 - \$36.00 - \$60.89

4&under 5x7 - \$15 - \$26

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## **Alternative Pass Options**

### WINTER:

Pass holders will have access to the early bird 5x7 pass while the employee is active. This pass can be bought at the Early Bird rate for the entirety of the Winter season. There is no taxable benefit associated with this pass purchase. Dates valid \*November 1<sup>st</sup> – April 30<sup>th</sup>\*

Adult (23-64) → \$319

Young Adult (13-22) → \$289

Youth (5-12) → \$219

Senior (65+) → 289

Tyke → \$99

### SUMMER:

Pass holders will have access to the early bird Explore pass while the employee is active. This pass can be purchased at the EB rate for the entirety of the summer season. There is no taxable benefit associated with this pass purchase. Dates valid \*May 1<sup>st</sup> – October 31<sup>st</sup>\*

## **Taxable Benefit Information**

The Canada Revenue Agency considers The Alterra Dependent Pass a taxable benefit. By applying for the Alterra Dependent Pass you are agreeing to the value of the taxable benefit and to have Blue Mountain Resorts LP add this value to your taxable income.

The value of the Alterra Dependent Pass for 22/23 has been assessed at

Adult (23-64) - \$519.00

Young Adult/Senior (13-22)/(65+) - \$429

Youth (5-12) - \$289

4&under - \$119

You will pay **only** the income tax on the value of the Alterra Dependent Pass which depends on your income and personal tax situation. Blue Mountain does not and will not provide tax advice. We have provided a rough range of the income tax that you may pay for the Alterra Dependent Pass depending on your tax scenario.

Adult Alterra Pass - \$106.40-\$153.88

Young Adult/Senior Alterra Pass - \$87.95-\$153.88

Youth - \$59.25-\$153.88

4&under - \$24.40-\$153.88

If you are a Year-Round employee or an employee who receives their pass prior to December 1, you will be charged your applicable taxable benefit amount on your FY22 T4. If you receive your pass after December 1, you will be charged your applicable amount on your FY23 T4.

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The amount will be charged regardless of usage. The taxable benefit is chargeable based on the time of application online.

**\* FOR FULL DETAILS ON WHAT PASS PERKS ARE AVAILABLE TO EMPLOYEES, PLEASE CLICK HERE →**  
[Pass Perks for Employees | Blue Mountain](#)

## ACTIVITIES

Blue Mountain Employees access their activity discounts via an Inntopia Promotions that they can access through the PERKS information on InfoBlue:

<https://book.bluemountain.ca/ecommerce/package/packagebuilder/3603699/en-us/?packageid=63657&promocode=STAFF2023>

### **Package Inclusions and Terms & Conditions:**

Employees at Blue enjoy great perks! Experience the attractions, along with your friends and family, with 50% off Lift Tickets and Hike n' Tube, with the flexibility to pre-purchase.

Staff will be asked to present a valid Blue Mountain Resorts Staff ID upon redemption.

Discount is valid seven days a week. Cancellation/changes can be made via email at [mail@bluemountain.ca](mailto:mail@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

To book:

- 1) Choose your attraction date range and age categories using the blue banner. Select 'Check Availability'
- 2) Pick Add-Ons from the options below, by selecting the (+) beside the Add-On type
- 3) You may adjust the date of the Add-On using the calendar field
- 4) Review Add-Ons and select 'Remove' if necessary
- 5) Select the Buy Now button to view upgrades if applicable, and/or proceed with your purchase

Employees can also purchase discounted tickets for themselves and their friends and family by visiting Guest Services, presenting their valid Alterra Pass, and making the payment. Tickets are not for resale and are valid only for on-resort activities operated by Blue Mountain Resort.

Tickets are available to purchase ahead of time or day of.

Visit our website at [www.bluemountain.ca](http://www.bluemountain.ca) to see a complete list of on-resort activities.

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## FOOD & BEVERAGE

### Base Lodges & Restaurants (Inn Cafe, Grand Central Lodge, South Base Lodge, Bullwheel Pub, Jozo's, The Pottery and Starbucks)

- Employees can use their food discount where food service from Blue Mountain outlets are available – **Employees are not permitted to go to Starbucks, Inn Café, Off-Piste, Bullwheel Pub, Jozo's and The Pottery between the hours of 11am & 2pm daily – outside of these hours, employees can book a reservation using Open Table. Open Table is available via the Open Table App or through our website.**
- Employees can reserve a seat and use food discount at Grand Central Lodge and South Base Lodge from Monday through Friday anytime. Blackouts from 11-2pm continue for these locations on weekends and holidays.

Perk	Location	Food Available	Time
Employee Hub	South Base Lodge, Grand Central Lodge	Coffee	Any time!
40% Discount	Starbucks	hot/cold beverages & treats	blackout 11-2 daily
40% Discount with Reservations	Base Lodges, Pottery & Jozo's	Large selection of hot and cold food/drinks	blackout 11-2 daily for Jozo's and Pottery. Blackout 11-2pm weekends and holidays only for Base Lodges

## KIDS AT BLUE

### Childcare

Employees who require care for their children may be eligible to access Kids at Blue Childcare. Contact Human Resources at extension 51420 or [apply@bluemountain.ca](mailto:apply@bluemountain.ca).

### Winter Programs, Daily Kids Camp Winter & Summer Camps

Employees can enjoy 30% off on programs for their children when space is available. These programs include:

- Multi Week Ski/Snowboard lessons (9-week program)
- Daily Kids Ski/Snowboard Camp
- Mountainside Camp, Beachside Camp, and Tennis Camp

To reserve a Kids at Blue program or camp, please call 833-583-BLUE(2583).

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## LODGING AT BLUE MOUNTAIN

Employees aged 19 years or older with a valid Alterra Pass can reserve accommodation at the Blue Mountain Inn, Village Suites, Mosaic Boutique Suites, The Westin Trillium House, Rivergrass or Historic Snowbridge properties at the discounted Employee Lodging Rate (ELR) or Employee F&F Rate.

The ELR is available for active employees as well as for their immediate family (parents, siblings, spouse/partner, children 19+yrs). The F&F Rate is available to book for non-immediate family and friends.

The Employee Lodging Rate and Employee F&F Rate are available 7 days a week but are subject to forecasted occupancy, room type availability, minimum night restrictions, and blackout dates. If the ELR is not available due to restrictions, you will have the opportunity to book the Employee Friends & Family Rate at a 20% discount off the Regular Rate.

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

Details such as rates, room types and instructions on how to reserve a stay on the Employee Lodging Rate and the Employee Friends & Family Rate, can be found on InfoBlue, under Perks & Privileges, Employee Discounts, Perks and Privileges.

## FAT BIKES AND SNOWSHOE RENTALS

Employees can rent fat bikes and snowshoes for free from Mondays through Thursdays, if availability permits. Employees must have a valid Alterra Pass to rent equipment and must fill out a waiver and enter their rental information through the kiosks each time a rental is used.

**This perk is NOT redeemable during weekends, Christmas holidays, Family Day weekend or March Break.**

Any employee or child under 18 years of age must have a parent or legal guardian fill in the waiver, which will be kept on file at the rental department for the season.

## RETAIL SHOPS OWNED BY BLUE MOUNTAIN

Employees enjoy a discount at retail shops owned by Blue Mountain, which include Blue Mountain Supply Co., Columbia, Red Devil (opening winter 2023), Lifted (opening winter 2023), Burton, Hillside, Kombi Warmth Centre, 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.

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

Some brand and item exclusions apply. See store associate for details.

## 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.

For more information, contact Conference Sales at extension 53200.

## SKIING & SNOWBOARDING

### Ski Passes at Blue Mountain

All Core, FTF and seasonal employees receive free access to Blue Mountain's ski lifts by using their Alterra Employee Pass (see "Employee Pass" section).

Volunteers who are active during the winter season also receive free access to Blue Mountain's ski lifts by using an Alterra Pass. Dependents of volunteers are not eligible to receive resort privileges or discounts.

Temporary Holiday Workers (employees employed only for the Christmas, March Break, or other shorter periods) will not receive an Alterra Pass, and instead will be issued (1) complimentary lift ticket per shift worked. Tickets will be issued each day by departmental Managers upon request from the employee at the end of their shift. These tickets are meant to be a skiing privilege for the employee for their personal use and are not for resale. Abuse of this privilege will not be tolerated. Please speak with your department Manager for more information.

An employee who has purchased a Blue Mountain 5x7<sup>®</sup> Season Pass before being hired by Blue Mountain will be reimbursed for their pass as follows:

- Employees who start work before January 15 will be reimbursed 100% for their 5x7<sup>®</sup> Season Pass.
- Employees who start work after January 15 will be reimbursed 50% for their 5x7<sup>®</sup> Season Pass.

An employee who has purchased an Ikon Pass before being hired by Blue Mountain is eligible for either a full or partial refund from Alterra Mountain Company, depending on their hire date. Employees should contact Human Resources who will submit approved paperwork to Alterra Mountain Company, requesting to process the refund according to the following schedule:

- Hired and active date of December 23<sup>rd</sup>, 2022 - 100% refund

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- Hired and active prior to Martin Luther King, Jr. holiday January 16<sup>th</sup>, 2023 - 75% refund
- Hired and active prior to the President's Weekend February 18<sup>th</sup>, 2023 - 25% refund

Employees who leave Blue Mountain for any reason must return their Alterra pass and their dependents' Alterra passes to Human Resources or their leader. For employees who leave mid-season for any reason other than dismissal for just cause, they can purchase a 5x7<sup>®</sup> Season Pass at the Early Bird discounted rate.

Employees who do not return their pass or their dependents' pass(es) will be required to pay an administration fee for each pass based on the following fee schedule:

- Unreturned Alterra Employee/Dependent Pass - \$100.00

A dependent child Alterra pass may ONLY be obtained for a child for which you are the legal guardian. Dependent children between 18-25 years of age must be enrolled full time in an accredited college or university to receive a dependent season pass. Valid student identification must be presented at the time of pass pick-up.

For further information on eligibility requirements, employees can visit InfoBlue, or contact either their Managers or Human Resources.

### **Daily Lessons for Skiing & Snowboarding**

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.
- No discount on additional participant add ons.

Newbie Terrain: *(New Branding Coming)*

- Access to utilize the learning terrain is complimentary to staff, family, and friends
- If rentals or lift tickets are needed discounts are subject to the regular eligible staff discounts for those products

### **Multi-Week Programs for Skiing & Snowboarding**

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).

### **Rentals for Skiing & Snowboarding**

Employees can rent ski and snowboard equipment at Blue Mountain free of charge, 7 days a week. Discounts are not available on apparel (jackets, pants, goggle, and gloves). Employees' eligible

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dependents (spouse/children) may receive 50% off ski and snowboard equipment-the employee must be present with their Alterra Pass at the time of purchase in order to receive the discount.

Employees must have their valid Alterra Pass and a valid driver's license or credit card for a deposit to rent equipment. They must also complete the waiver and enter their rental information through the kiosks each time a rental is used.

Any employee under 18 years of age must have a parent or legal guardian complete the waiver, which will be kept on file at the rental department for the season.

## TENNIS

Employees, their spouse, and their children can enjoy discounted rates on tennis camps, availability permitting. Employees must call the Tennis Office at extension 52360 to reserve and call 24-hours in advance to confirm their booking.

Blue Mountain reserves the right to cancel employee reservations to accommodate guests.

Employees must abide by the Tennis Rules and Regulations (for example dress code, conduct, etc.).

## 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:

- Mountain Access (see "Lift Tickets at Alterra Mountain Company Resorts" section)
- 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.

**\*Alterra Mountain Company Resorts may have restrictions in place based on capacity measures. Please check with the resort prior to your visit\***

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## 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.

## 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 extension 52300 for more details or visit InfoBlue to read our Employee Wedding Booking Policy.

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*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.*

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OUR Mountain WILL Move You 