



## Mt. Baker Ski Area 2019 Employee Benefit Summary

*This is an overview of employee benefits and general benefit eligibility requirements for employees of Mt. Baker Ski Area. If you have questions or would like more detailed information please contact Christin Clawson at [christinrc@mtbaker.us](mailto:christinrc@mtbaker.us) or 360-734-6771.*

- **Off-Duty Skiing & Riding Privileges** – Employees may receive an Employee ID which grants access to ride the ski lifts. The employee ID is only valid while you are employed and in good standing. If at any time your employment ends for any reason, workplace policy is violated, or if you do not fulfill your job responsibilities, your employee ID will no longer be valid or usable for lift access and must be returned to your supervisor.
- **Free employee shuttle** - Employees who are authorized may ride an employee shuttle to and from the ski area on scheduled work days and only when start/end of shift times permit. Shuttle pickup and drop off locations are in Bellingham, Nugents Corner, Deming, Maple Falls, and Glacier.
- **Free made-to-order hot breakfast and sack lunch** – Available on days you work from 6:00 - 7:15am in the Employee Lodge dining room. Employees whose shift begins prior to these hours will have an opportunity to receive a comped meal from food service in a day lodge. Food service employees receive additional food benefits.
- **Ski or ride at other ski areas** – Employees at Mt. Baker may participate in the PNSAA Ski Area Exchange Program. There are limited spots per day for free or discounted tickets at participating ski areas. Employees must have signed participation letters available by request at the on-mountain admin or downtown business office. They must present the letter with their employee ID to receive tickets.
- **Employee Housing** - A limited number of room & board housing accommodations are available for qualified and authorized employees. Your supervisor and/or mountain management will approve housing assignments for selected employees. Room & board fees (if applicable) are automatically deducted from paychecks.
- **Discounts**
  - **Lift tickets** – Purchase up to 4 lift tickets with a 25% discount for your friends and family with NO BLACKOUT DATES! Present your Employee ID at a ticket window or notify the ticket office ahead of time of who may use your discount.
  - **Food in the day lodge** – Available any day, employees may receive 15% off food and beverages (alcoholic beverages excluded) in the day lodges, must present Employee ID.
  - **Retail items** -Access to items in our Heather Meadows, White Salmon or downtown business office at 10% off before January 1 and 20% off the rest of the season. (some limitations and exclusions apply)
  - **Equipment rentals & repairs** – Receive a 20% discount off customer pricing; conditions and availability dependent. Premium rentals, if available, require a credit card deposit.
  - **Instruction** – 20% discount on group lessons and clinics when space is available.

### **Potential Long-Term Employment Benefits**

*This is an overview of employee benefits which can be earned through length of employment, number of hours paid, or at the discretion of management.*

- **Insurance Benefits** - Employees may become eligible to enroll in Mt. Baker Ski Area's group insurance benefits including medical, dental, vision, short term disability, long term disability, term life and accident insurance when they have been employed by Mt. Baker Ski Area for 12 consecutive months without a 13-week break in service and have worked a minimum of 1040 hours during the 12 consecutive months. The complete eligibility policy is available upon request.
- **401K:** Employees may become eligible for Mt. Baker Ski Area's retirement plan which is an automatic contribution of 5% and up to an additional match of 5% if they work 1000 hours in their first consecutive 12-months as an employee (November 2019 – October 2020) or 1000 hours in the calendar year immediately following their start date (January 2020 – December 2020) and any calendar year thereafter.
- **Paid Time Away from Work (PTO, Comp, EML) / Overtime after 40:** The employee must be classified as a full-time year-round or be hired into a position classified as full-time year-round. This classification is by management discretion. Paid time off for employees in their first year of eligibility is 90 or 100 hours depending on work location and increases with continued length of employment.

For the complete eligibility policies and more detailed information regarding any of the above benefits, please contact Christin Clawson.