

# Breckenridge Grand Vacations

## Employee Benefit Summary

The following is a summary of benefits that are offered to our employees, effective the first of the month following 60 days of employment. This summary may not be all inclusive, plan documents are final rules regarding all plans. More information will be made available upon hire; the following is a recap and subject to change. This is not an employment contract. Benefits are offered to either full-time **(FT)**, part-time scheduled to work at least 20 hours per week **(PT20+)** or all employees, including part time, seasonal and casual **(all)**.

### Group Medical, Dental, & Vision Insurance: (FT/PT20+)

- **Medical**

- Self-Funded Plan: Breckenridge Grand Vacations pays claims from premiums collected and corporate assets
- Two Plan Options; PPO network is Rocky Mountain ASO
  - Plus: Low Deductible Plan
  - Gold: High Deductible Plan, Health Savings Account (HSA) Eligible
    - Employer contribution of up to \$1,000 to HSA
  - Four tiers of coverage available
- 98point6: Virtual primary care provider that provides eligible employees with on-demand 24/7 access to a physician via a mobile app.

- **Dental**

- Self-Funded Plan: Breckenridge Grand Vacations pays claims from premiums collected and corporate assets.
- Four tiers of coverage available through Delta Dental of Colorado.

- **Vision**

- Four tiers of coverage available through MetLife.

### Flexible Spending: (FT/PT20+)

- Dependent Care Flexible Spending Account provides a way for you to pay for dependent care expenses with pre-tax dollars.

### Short Term Disability Insurance: (FT/PT20+)

- Short Term Disability for employees: pays 60% of earnings after 14 days of disability for up to 24 weeks.
- No cost to employees, eligible employees are automatically enrolled.

### Life Insurance (FT/PT20+)

- Company provides \$50,000 of Life Insurance for each eligible employee.
- No cost to employees, eligible employees are automatically enrolled.

### Voluntary Life and Accidental Death/Dismemberment Insurance: (FT/PT20+)

- Additional Voluntary Life and Accidental Death/Dismemberment Insurance for self and dependents can be purchased.

### Time Off Benefit (TOB): (FT/PT20+)

- Each eligible employee accrues time off based on the number of hours worked per week, up to three weeks in their first year.
- The base accrual rate is 0.0579 hours per hours worked for new employees, and increases based on years of service.

**Volunteer Time Off Benefit (VTO): (all)**

- Paid time off to volunteer in the community, up to 24 hours per year.
- Pro-rated based on employee start date.

**Holidays: (all)**

- If a non-exempt resort or sales employee works on a holiday specified below and is paid on an hourly basis, they will be paid at one and one half times his or her standard hourly rate.
- If a non-exempt, hourly, office employee works in a department that is closed on a holiday below and is scheduled to work that day, they will be paid for their regularly scheduled hours at their regular rate for that day. This applies to only certain departments.
- Recognized Holidays:
  - New Year's Day (January 1)
  - Memorial Day (last Monday in May)
  - Independence Day (July 4)
  - Labor Day (first Monday in September)
  - Thanksgiving Day (fourth Thursday in November)
  - Christmas Day (December 25)

**Guaranteed Annual Bonus Plan: (all)**

- Two bonuses of up to \$650 paid once in June and once in October.
- Bonus amount based on hours worked during the bonus period.

**VIP Gold Membership: (all)**

- Free two-year membership to access discounted vacation weeks thru Interval International.
- Dining connections, golf connections, hotel discounts, entertainment discounts, and more.

**Recreation Pass/Merchant Pass Program: (all)**

- Zero percent interest loan programs to assist with the purchase of a recreation pass or ski pass.
- Merchant Pass rates are fixed and employees are able to buy an Epic, Epic Local, or Copper Mountain pass any time during the ski season.

**Free Sporting Event/Concert Tickets: (all)**

- Tickets made available to employees for free. Tickets include Colorado Rockies, Colorado Avalanche, Denver Nuggets, Colorado Rapids, and all concerts at the Pepsi Center.
- BGV Gives sponsors events in the community and may offer tickets to the events for free.

**Employee Recruitment Program: (all)**

- Employees may receive a cash incentive for recruiting a family member or friend for staff position with BGV, upon hiring and successful completion of 60 days' employment.

**Summit Foundation Medallion Program: (all)**

- Contributory Program that allows employee occasional access to transferable skiing privileges at Breckenridge, Arapahoe Basin, Copper, Keystone, Vail, and Beaver Creek for employee family and friends.

**Leave of Absence: (all)**

- The company provides a variety of leave options for eligible employees when necessary
  - Leave under the Family and Medical Leave Act (FMLA)
  - Personal Leave of Absence (maximum four scheduled work weeks)
- Other Leaves Available
  - Military Leave
  - Bereavement Leave
  - Jury Duty

**Tuition Reimbursement Program: (all)**

- In an effort to encourage all employees to pursue higher education opportunities to enhance their job performance or qualify them for promotion, the Company has established a Tuition Assistance program to assist employees in paying for job related education for college credit.
- The tuition reimbursement program is currently limited to \$1,000 per employee, per calendar year, and does not cover Real Estate Classes.

**Wellness Program: (all)**

- Company sponsored initiatives and benefits to promote the physical, mental, and emotional wellness of staff and families on a continual basis, including an annual wellness fair with biometric screening.
- Wellness Dollars can be earned at the annual wellness fair and used to reimburse approved wellness related costs.

**401(k) Retirement Saving Plan: (all)**

- The 401(k) Plan allows employees to contribute from 1% - 80% of compensation to the Plan.
- The contributions to the Plan may be made with traditional pre-tax OR post- tax Roth 401(k) dollars
- Employees are eligible to receive the Company match after 12 consecutive months of employment. The Company match is made annually during the first quarter of each year to those employees who were active employees as of December 31 of the previous year. Matching contributions are subject to a vesting schedule and amount to 50% of employee contributions, up to a maximum of 5% of compensation.