

## **Berkshire East, Catamount and Zoar Outdoor - Summer Benefits 2025**

Active and presently employed staff are entitled to some free activities and other discounts at the 3 locations. To be eligible for these benefits, staff should have worked a minimum of 5 days this season.

All free activities are subject to availability and should only be taken advantage of during non-peak times and while off the clock (some black-out days apply). Employee benefits are not extended to volunteer staff unless approved by the owner(s).

Employees must be off duty when they are using their free privileges riding the mountain coaster, mountain biking, kayaking, rafting or zip lining. These activities should be done on your day off or before or after your scheduled shift. If any injury is sustained while using your free privileges, it will not be considered work related. Employees are required to sign any activity waivers and/or obtain free tickets or free tokens prior to engaging in these activities. Employees must meet any other requirements or criteria to participate in the activity. Season passes and comp passes must be surrendered when an employee is no longer employed.

### **Staff Activity Benefits:**

Summer staff have access to summer activities at all three locations, Berkshire East, Catamount and Zoar Outdoor for free including: Thunder Mountain Bike Park, Thunderbolt Mountain Coaster, Zipline Tours, Aerial Adventure Parks, Whitewater Rafting, or Paddlesport clinics.

All employee activities are available as long as they do not displace a paying customer or require extra staff expense. Other free benefits may be offered by the owner(s) or Senior Management on a case by case basis.

All employees can receive a season's pass for Thunder Mountain Bike Park as long as they meet the minimum work commitment as defined by their manager.

Employees are eligible to participate in a one-time Thunder 101 package, including downhill rental bike, (non-premium rental), or a ½ day downhill bike rental with protection.

Private Bike and Paddlesport Instruction is available at 30% off retail prices.

### **Staff Retail Store Discounts:**

All employees receive: 20% discount off regular priced items in our retail stores. 40% off any apparel items in our retail shop with the Berkshire East, Catamount or Zoar Outdoor name or logo.

Bike patrol, bike guides, zip guides, raft guides and instructors get 30% off any essential gear for the job (excluding boats and bikes). Seasonal or year round managers get 35% off any essential gear. We do not stack discounts; discounts are taken off the MSRP not the lowest marked price. We will offer you the best discount available.

### **Staff Food & Beverage Discounts:**

Employees receive food and non-alcoholic beverage discounts at the various locations. This discount does not extend to your friends or family. At Berkshire East, food is discounted at 30% in the food court, Main Lodge, Taqueria, West Lodge and Crazy Horse Bar and Grill. At Catamount the non-alcoholic drinks and food at the cafe is discounted by 25%.

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### **Family & Friend Complimentary Tickets:**

Summer employees who work a minimum of 5 days/month are entitled to two (2) Family and Friend complimentary tickets/month of work with a maximum of eight (8) passes per season. Each complimentary ticket is good for one of the following: Mountain Bike day pass, three (3) Mountain Coaster tokens, Aerial Adventure Park, Canopy Zip Tour or Whitewater Rafting or Paddlesport 1-Day Clinic, Catamount Zip Tour and Aerial Adventure Park as well.

*To book your complimentary ticket, contact Customer Service with the name(s), contact information and date of birth for the guests receiving complimentary passes at least 24 hours in advance. Keep in mind that capacity is limited so advance reservation is required for most activities. It is possible that "day of" requests might not be available due to capacity and interference with the flow of daily operations.*

During blackout periods, complimentary passes certain employee activities can not be used unless approved by management. Blackout dates are as follows:

Berkshire East Activities: Weekends & Holidays

Zoar Outdoor Activities: Weekend & Holidays in July and August

Catamount Activities: Weekends & Holidays

### **Family & Friend Complimentary Season Bike Park Pass for BE and ZO summer staff only:**

Immediate family members of Berkshire East and Zoar Outdoor summer staff can also receive a family discount for season passes to the bike park. This benefit is available to employees that have already worked 5 days and have committed to a minimum of 30 days for the summer season. Immediate family members are defined as family members that reside in the same house as the employee. This includes the employee's children and siblings (under the age of 18), the employee's spouse, and their parents. It does not include significant others, fiancés, older siblings or older children (over the age of 18), or any other relatives.

To take advantage of these discounts, the Season Pass Discount Form must be on-file at the Customer Service desk, and the employee must be actively employed. The employee cannot purchase these items as we require the family member to identify themselves in making the purchase. The discount rates are determined depending on the number of years staff employed.

### **Pro Deals:**

As an employee in the outdoor industry, a range of proform discounts are available from numerous vendors. These benefits are determined by each company and may require a proof of employment, completion of educational product modules or a manager's letter. In addition to professional pricing for a specific company, there are a few websites that provide discounted pricing across a number of brands. It is the employee's responsibility to arrange proforms directly with companies unless otherwise required.

### **Reciprocal Programs:**

Employees are eligible for reciprocal discounts at other resorts. The extent of these discounts varies based on the policies of other resorts and may be department dependent.

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