

Employee Resort Perks & Privileges

Winter 2023/2024

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

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!

EMPLOYEE PASS

All **Seasonal, Year-Round and Volunteer** 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 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.

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.

Occasional employees (including Holiday Helpers) do not receive an Alterra Mountain Pass.

Any 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

ACTIVITIES

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 Pass

- May be enjoyed **Sunday-Saturday at a 50% discount**
- Includes unlimited daily access to Canopy Climb Net Adventure, Plunge! Aquatic Centre, Ridge Runner Mountain Coaster, Woodview Mountain Top skating and Hike N' Tube.
- Employees are encouraged to purchase in advance and on-line. To book online, use the [Employee Activity Booking Page](#).

Discount is valid seven days a week.

Play-As-You-Go Tickets

- May be enjoyed **Monday – Thursday at a 50% discount**
- Includes one-time access to Canopy Climb Net Adventure, Plunge! Aquatic Centre, Ridge Runner Mountain Coaster
- 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 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.

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.

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.

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 can use food discount at Grand Central Lodge and South Base Lodge from Monday through Friday anytime. **Blackouts from 11-2pm are in effect** 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 | Any time! |
| 40% Discount | Base Lodges, Pottery & Jozo's | Large selection of hot and cold food/drinks | 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 Kids@Blue Childcare for additional info by email to acondron@bluemountain.ca.

Blue Mountain employees receive priority placement on the childcare waitlist.

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).

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 [MyBlue](#).

RENTALS -SKIS + SNOWBOARDS

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 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.

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, Lifted, 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.

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 - LESSONS

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).

SKIING & SNOWBOARDING - LIFT ACCESS

PASS PERK

WHO QUALIFIES?

| | |
|---|---|
| <p style="text-align: center;">Alterra Mountain Company (AMC) Pass</p> <p>Free Alterra Season Pass giving them unlimited access to Blue and all Alterra-owned resorts throughout the ski season.</p> | <p>Full Time Year-Round Flex Year-Round Season to Season Long Term Contract Full Time Seasonal Part Time Year-Round Part Time Seasonal Volunteer</p> |
| <p style="text-align: center;">Ikon Pass (for Employees)</p> <p>Full Time Year-Round, Flex Year-Round, Season to Season and Contract employees are eligible to upgrade to an Ikon Pass.</p> <p>*Full Time Seasonal employees can purchase an Ikon Pass at a discounted rate.</p> | <p>Full Time Year-Round Flex Year-Round Season to Season Long Term Contract Full Time Seasonal*</p> |

All **Year Round, Season-to-Season, Volunteer** and **Seasonal** employees receive free access to Blue Mountain’s ski lifts by using their Alterra Employee Pass.

1. Year Round, Season-to-Season and long term contract employees can upgrade to a complimentary Ikon Pass.
2. Full Time Seasonal employees can upgrade to an IKON pass for a fee. See notes below for cost details.

Ikon Base Pass Upgrade Cost for Full Time Seasonal employees

Adult = \$199 US / \$249 CAD
Young Adult = \$149 US / \$189 CAD
Child = \$99 US / \$125 CAD

Ikon Pass Upgrade Cost for Full Time Seasonal employees

Adult = \$399 US / \$499 CAD
Young Adult = \$299 US / \$369 CAD
Child = \$159 US / \$199 CAD

Volunteers who are active during the winter season 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.

Occasional and 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® 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® Season Pass.
- Employees who start work after January 15 will be reimbursed 50% for their 5x7® 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 23rd, 2022 - 100% refund
- Hired and active prior to Martin Luther King, Jr. holiday January 16th, 2023 - 75% refund
- Hired and active prior to the President's Weekend February 18th, 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[®] Season Pass at the Early Bird discounted rate.

Year Round and Seasonal employees can use their Alterra Mountain Company (AMC) Pass to directly access the ski lifts at 16 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).

SKI + SNOWBOARD – LIFT ACCESS TO SHARE!

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.

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

| PASS PERK | WHO QUALIFIES? |
|---|--|
| <p>Alterra Mountain Company (AMC) Dependent Pass Blue Mountain employees can apply for Alterra Dependant Passes for their immediate family members.</p> <p>Dependent Passes are a taxable benefit.</p> | <p>Full Time Year-Round Flex Year-Round Season to Season Long Term Contract Full Time Seasonal Part Time Year-Round Part Time Seasonal</p> |
| <p>Alterra Mountain Company (AMC) Companion Pass 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>Companion Passes are a taxable benefit.</p> | <p>Full Time Year-Round Flex Year-Round Season to Season Long Term Contract</p> |
| <p>\$25 Alterra Mountain Company Friends and Family Lift Tickets 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>Full Time Year-Round Flex Year-Round Season to Season Long Term Contract</p> |
| <p>Discounted Lift Tickets Paid employees can access a 50% discount off Blue Mountain daily lift tickets by presenting their Alterra Pass at any ticket window.</p> <p>Paid employees can access 50% off daily lift tickets at each IKON destination by arranging a letter of introduction prior to departure.</p> | <p>Full Time Year-Round Flex Year-Round Season to Season Long Term Contract Full Time Seasonal Part Time Year-Round Part Time Seasonal</p> |
| <p>5x7[®] Companion Pass All paid employees can purchase one (1) 5x7[®] for \$0 for a friend or family member. This is a taxable benefit.</p> <p>Companion Passes are a taxable benefit.</p> | <p>Full Time Year-Round Flex Year-Round Season to Season Long Term Contract Full Time Seasonal Part Time Year-Round Part Time Seasonal</p> |

1. Alterra Mountain Company (AMC) Dependent Pass

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.

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.

Visit [MyBlue](#) to read more on requirements for determining eligibility of dependents.

***This pass is a taxable benefit.** 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. The amount of tax that you will pay is dependent on the pass product that you choose and the annual income that you earn. A rough estimate of the taxes that you will pay for the Dependent Pass for the Winter 23/24 Season is:

| | |
|--------------------|---------------|
| Adult: | \$122 - \$206 |
| Young Adult/Senior | \$101 - \$171 |
| Youth | \$70 - \$118 |
| 4 & under | \$31 - \$53 |

Full Time Year Round, Season-to-Season, Flex Year Round and Long Term Contract employees can upgrade their Dependent's passes to Ikon Base Pass or Ikon Full Pass for a fee. The Winter 23/24 fee schedule is included below.

| | |
|--|------------------------|
| Ikon Base Pass Upgrade Cost for Dependents | |
| Adult | = \$199 US / \$249 CAD |
| Young Adult | = \$149 US / \$189 CAD |
| Child | = \$99 US / \$125 CAD |

| | |
|---------------------------------------|------------------------|
| Ikon Pass Upgrade Cost for Dependents | |
| Adult | = \$399 US / \$499 CAD |
| Young Adult | = \$299 US / \$369 CAD |
| Child | = \$159 US / \$199 CAD |

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

2. **Alterra Mountain Company (AMC) Companion Pass**

If employees choose not to get an Alterra Mountain Company (AMC) Dependent Pass, they are eligible to receive a complimentary Alterra Mountain Company (AMC) Companion Pass. A companion is defined as any person in the whole wide world; they do not need to be related or in a formal relationship with an employee. By choosing to get an AMC Companion Pass you are not eligible to receive an AMC Dependent pass.

No documentation is needed for a companion pass.

***This pass is a taxable benefit.** 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. The amount of tax that you will pay is dependent on the pass product that you choose and the annual income that you earn. A rough estimate of the taxes that you will pay for the AMC Companion Pass for the Winter 23/24 Season is:

| | |
|--------------------|---------------|
| Adult: | \$122 - \$206 |
| Young Adult/Senior | \$101 - \$171 |
| Youth | \$70 - \$118 |
| 4 & under | \$31 - \$53 |

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

3. \$25 Alterra Mountain Company (AMC) Friends and Family Tickets

Full Time Year-Round, Season-to-Season, Flex Year Round and long term contract employees are able to purchase a maximum of 12 tickets, at a cost of \$25 each, for lift access to any Alterra Mountain Company resort.

3. 50% off Blue Mountain Friends and Family Tickets

Employees may purchase an unlimited number of tickets at a 50% discount (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.

4. 50% off IKON Resort Tickets

Employees may purchase a limited number of tickets at a 50% discount to access skiing at any participating IKON resort, 7 days a week excluding Employee Perk Blackout Dates. See below on number of letters per season.

Employees can arrange for these tickets a minimum of 2 weeks prior to their trip and obtain a Letter of Introduction to purchase these tickets for themselves. The request can be made via email at pass@bluemountain.ca. Review the Letter of Introduction tab on My Blue for specific details.

Tickets are not for resale.

Limits to Number of Letters of Introductions – Ikon Partner Resorts

| Seasonal (FTS, PTS, PTYR) | Letter of Introduction |
|---|---------------------------------------|
| FTS Employee works > 30 hours per week | 20 letters per season (employee only) |
| PTS/PTYR Employee works < 30 hours per week | 15 letters per season (employee only) |
| Eligible Dependents | N/A |

Please note, blackout dates may apply to discounted tickets. Employees are advised to contact the ticket sales office at the destination they intend to visit prior to arrival to ensure tickets are available for desired dates.

5. 5x7 Companion Pass

Employees can obtain one (1) complimentary 5x7 Companion Pass.

***This pass is a taxable benefit.** 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. The amount of tax that you will pay is dependent on the pass product that you choose and the annual income that you earn. A rough estimate of the taxes that you will pay for the 5x7 Companion Pass for the Winter 23/2 Season is:

| | |
|--------------------|-------------|
| Adult | \$58-\$99 |
| Young Adult/Senior | \$45-\$76 |
| Youth | \$45-\$76 |
| 4 & under | \$15 - \$26 |

6. In Season Pass Purchases at Early Bird Rates

WINTER 5x7 Pass

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 1st – April 30th*

Adult (23-64) → \$319
 Young Adult (13-22) → \$289
 Youth (5-12) → \$219
 Senior (65+) → 289
 Tyke → \$99

SUMMER Explore All Day Pass

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

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.

Alterra Dependent, Alterra Companion and 5x7 Companion passes are taxable benefits as per Canada Revenue Agency. The value of these passes will be added to your income, and you will be taxed based on your income level.

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

The taxable benefit for dependent and companion passes will be processed the first pay of the month starting in December. 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 FY23 T4. If you receive your pass after December 1, you will be charged your applicable amount on your FY24 T4. If you have any questions regarding this, please email payroll@bluemountain.ca.

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.

| Type | Age Range | AMC Dependent Pass | 5x7 Companion | AMC Companion Pass |
|-------------|-----------|--------------------|---------------|--------------------|
| Senior | 65+ | \$507.37 | \$303.97 | \$507.37 |
| Adult | 23-64 | \$609.07 | \$337.87 | \$609.07 |
| Young Adult | 13-22 | \$507.37 | \$292.67 | \$507.37 |
| Youth | 5-12 | \$349.17 | \$230.52 | \$349.17 |
| Tyke | 0-4 | \$157.07 | \$111.87 | \$157.07 |

Payroll: The taxable benefit for dependent and companion passes will be processed the first pay of the month starting in December.

TENNIS

Employees and their eligible dependents 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.).

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.

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.