2026 BENEFIT OVERVIEW

All Benefits are Subject to Change and are based on Employment Status

All Staff Benefits

For Individual Use Only

- **Golf Pass** Complimentary Greens Fees and Golf Carts, based on availability. Guest of Member Rate for Family.
- **Golf Lesson Discounts** 50% Off
- **Free Rental Equipment** Golf Clubs, Winter Rec. Gear contingent on availability
- **Retail Discounts** 25% Off In-Stock
- **Food and Beverage Discounts** 50% Off Menu – No Alcohol
- **Gym Access** no pool or lakefront
- **Shift Meals** as available, check with your department

Part Time Year-Round (PTYR)

Less than 30 hours a week, but at least 18 hours a week for more than or equal to 20 weeks a year

- **Vermont Earned Sick Time**
- **Group Health Insurance** no employer contribution
- **LTPT 401(k) Enrollment** eligible after Long Term Part Time status of 500 annual hours for two consecutive years,* must be 21 years old
- **401(k) Matching Safe Harbor Contribution** eligible after 1000 annual hours*, an annual matching contribution up to 3% of earnings, 50% match up to 5% of earnings, must be 21 years old

Full Time Year-Round (FTYR)**

Average at least 30 hours a week and at least 1560 hours/year or Salaried Positions with 2080 hours/year

- **Lodging Discounts** 50% Off Rack Rate, Based on Availability
- **401(k) Matching Safe Harbor Contribution** after 3 months of full-time hours*, annual matching contribution up to 3% of earnings, 50% match up to 5% of earnings, must be 21 years old
- **Paid Time Off (PTO)**** based on years of full-time year-round service, accrued quarterly
- **Group Health Insurance**** with employer contribution based on employment status
- **Dental & Vision Insurance Group Plan**** with company contribution based on employment status

Full Time Year-Round (FTYR) Salary

Includes FTYR Benefits

- **Family Golf Pass, F&B and Retail Discounts**
- **Long Term Disability** after 3-months of service for Management positions only
- **Maternity Leave** up to 320 Hours paid leave during pregnancy and/or after childbirth used within six months^
- **Remote Work** November - April, acceptable one day a week when the work tasks and business levels make it reasonable, except in the following instances.
  - Cannot be scheduled consecutive with scheduled days off or paid time off.
  - Not to be scheduled when large events are on-site.

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*Eligible for enrollment at next qualifying open enrollment period (1/1, 4/1, 7/1, 10/1)

^12-Months Waiting Period. Up to 12 weeks unpaid leave available per VT state Parental Leave Law.

PAID TIME OFF (PTO)**

Hourly Full Time Year Round Staff

- Hire** – 1 Year: 8 Days (64 Hours)
- 2 – 4 Years: 10 Days (80 Hours)
- 5 -9 Years: 12 Days (96 Hours)
- 10 -14 Years: 15 Days (120 Hours)
- 14-19 Years: 20 Days (160 Hours)
- 20+ Years: 25 Days (200 Hours)

Salary Management & Administration

- Hire – 1 Year: 10 Days (80 Hours)
- 2 Years – 4 Years: 12 Days (96 Hours)
- 5 Years – 9 Years: 15 Days (120 Hours)
- 10 - 14 Years: 20 Days (160 Hours)
- 15+ Years: 25 Days (200 Hours)

Salary Associate Director

- Hire – 1 Year: 12 Days (96 Hours)
- 2 Year – 4 Years: 15 Days (120 Hours)
- 5 Years – 9 Years: 20 Days (160 Hours)
- 10 + Years: 25 Days (200 Hours)

Salary Floating Holidays^^

1. New Year's Day
2. Martin Luther King
3. President's Day
4. Memorial Day
5. 4th of July
6. Labor Day
7. Thanksgiving
8. Thanksgiving Friday
9. Christmas

^^SALARIED FLOATING HOLIDAYS: Often Hospitality and Functions may require attendance on Holidays. If the regular hours are worked during the pay period, that day can "float" to PTO on another day before the end of the year.

**3-Months Probationary Period and at least 360 Hours for Full-Time Year-Round Employment Status.

- PTO is a benefit of employment and not paid out at termination or employment status change.
- PTO incorporates all Paid Time Off, including VT Sick Time.
- Hours may be used in 4-hour or 8-hour increments.
- Hire year PTO hours are prorated based on start date.
- Seniority Dates based on Consecutive Years of Full Time Service.
- PTO is dispersed in quarterly amounts of annual total listed. Pay periods that include Jan 1, March 1, July 1 and Sept 1 will each accrue 25% of the total hours if FTYR hours are maintained.
- Employees may apply for consideration of a subsequent quarter to be accrued early.
- Maximum PTO is 200 Hours for all employment statuses.
- PTO Hours do not roll over if unused at end of year.
- Not transferable.

Please review the Employee Handbook for policies regarding Remote Work, PTO and Employment Status