



2025 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)
- **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)
- **30% Discount for Upper Valley Aquatic Center Membership**
- **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)
- **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 service 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, start year hours prorated based on start date)
- **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.

PAID TIME OFF (PTO)

PTO Hours to do not roll over if unused at end of year and are not paid out at termination. PTO incorporates all Paid Time Off, including VT Sick Time. Hours may be used in 4-hour or 8-hour increments. Seniority Dates based on Consecutive Years of Full Time Service. Not transferable.

Hourly Full Time Year Round Staff

- Hire** – 1 Year: 5 Days (40 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)
- Maximum PTO = 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. Day after Thanksgiving
9. Christmas

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

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

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

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

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