

# Student Education Assistance Policy



## Objective

Schmitz Brothers Resorts [Nordic Mountain, Little Switzerland, Rock Snowpark] believe that education has a positive impact on an employee's contribution to the Company. The Company supports our high school students' educational efforts by providing a bonus upon high school graduation to be used for the expenses associated with continuing their education beyond high school.

## Scope of Policy

All seasonal employees who are enrolled in high school or are homeschooled at the high school level are eligible for benefits under this policy.

## Benefit

50 cents per hour worked to be paid out after the end of the winter season of a student employee's high school graduating year (typically their senior year).

An additional 50 cents per hour worked for any high school graduate who enrolls in an accredited Ski Area Management Program in the U.S. This bonus will be paid after proof of enrollment is obtained and sent to the Human Resources office.

Proof includes: tuition bill, letter of enrollment, grade transcripts after 1 semester.

Hours are cumulative from date of hire or October 1, 2021 (whichever occurs later) through the last day worked during the winter season of the student employee's senior year of high school.

## Qualifications

- Student employee must be enrolled in high school during their entire employment with Schmitz Brothers Resorts.

- Student employee must continually work from season to season once hired until the spring of senior year (year of graduation).
- Student employee must work until the end of the season (usually mid-March).
- Student employee must remain in and be in good standing at the end of the winter season of senior year according to department standards and manager approval.

## **Procedures and Approval**

An Education Assistance Request form must be submitted to our human resources office for approval no later than September 1st following high school graduation. (Forms may be obtained from the Human Resource Office or on our Employee Portal.) Our Office Manager will process all requests.

### **Approved Requests**

Once approved, hours will be calculated from date of hire or October 1, 2021 (whichever occurs later) thru last day worked of the winter season before graduation (generally March of graduating year).

Hours worked will be multiplied by .50 and rounded to the nearest dollar.

Example:

Student Alex worked	133.25 hours sophomore year
	229.33 hours junior year
	195.00 hours senior year
	557.58 TOTAL Hours x .5 = \$278.79
	\$279.00 education assistance bonus

Calculated amount will be deposited as a bonus into the student employee's bank account through our payroll system on the closest date after their graduation date.

### **Denied Requests**

If the request is denied, a letter with explanation of denial will be mailed or emailed to the student's address(es) on file. There is no appeal process.

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***This benefit is not mandated by any state or federal law. This student education assistance benefit has been created at the sole discretion of Schmitz Brothers Resorts for the purpose of promoting education for our youth. Schmitz Brothers Resorts reserves the right to revoke said benefit at any time for any reason. Employees are not guaranteed benefits under this program.***