



# Team Member Perks

	Employment Type		
	Casual (Limited availability)	Casual (2 or more days a week availability)	Full Time, Part Time or Casual (5 days a week availability)
Staff Season Pass	Receive 1 day pass for every 4 days worked	✓	✓
Discounts at Rental, Retail, F&B	✓	✓	✓
Bring a Friend Vouchers 50% Discount	✓	✓	✓
Family Benefits <small>T&amp;C's Apply</small>	-----	✓*	✓*
Staff Accommodation <small>T&amp;C's Apply</small>	-----	-----	✓^
Winter Seasonal Program Discounts	-----	✓	✓
Winter Transport Initiatives <small>T&amp;C's Apply</small>	-----	✓*	✓*

\* T&C's apply – see Team Member Perks Terms & Conditions document below for more information

^ T&C's apply – reach out to your manager if you'd like to apply for Staff Accommodation



# Team Member Perks

## Terms & Conditions

### Family Benefits

**Purpose:** The Family Benefit is designed to support eligible employees in sharing the mountain experience with their families by providing discounted access to passes for their partners and dependent children. Encouraging quality family time, ensuring everyone can enjoy the perks of the mountain together.

#### Employment Type

#### Team Member Eligibility

##### Full Time or Part Time Team Members

Eligible from commencement of contract with the ongoing criteria:

- **Contracted Hours:** Fulfil all contracted hours as specified in their employment agreement

##### Casual Team Members

Eligible after 12 months of continuous employment with the ongoing criteria:

- **Minimum Worked Hours:** Must work a minimum average of 20 hours per week over the preceding 12 months.
- **Attendance & Availability:** Demonstrates flexibility to work shifts to meet business demands.
- Eligibility is assessed annually.

##### Seasonal Team Members

Seasonal refers to fixed term & casual team members working a minimum of 10 weeks per season.

Eligible upon commencing their 4th consecutive season with the ongoing criteria:

- **Minimum Worked Hours:** Meeting the minimum hours commitment during either summer or winter operations dependant on their role.
- **Peak Period Coverage:** Must be available during peak business periods and events.
- **Shift Acceptance:** Regularly accepts offered shifts.
- Eligibility is assessed seasonally

*Please note that the family benefits pass is linked to your employment, which includes if you change employment status, receive a written warning, or have your employment suspended or terminated, the family benefit passes may be suspended or revoked.*

#### Definitions

##### Partner:

A partner refers to a Married or De Facto Relationship. A de facto relationship outline in the Family Law Act requires that two people are living together on a genuine domestic basis for at least two years.

##### Dependant Child:

Refers to your dependant children under 18 years of age or your dependents under the age 21 years studying full time.

#### When to submit a replacement form

- When the terms and conditions are updated each team member will be required to submit an updated form to accept the new terms and conditions at the start of the next season.
- If you have a new family member to apply for
- Seasonal employees must submit a new form each season



## Winter Transport Initiatives

Thredbo offers 50% Bus Subsidy or \$200 Carpool Bonus to support staff in getting to work. As long as you meet the below eligibility, you can apply in September. Further information on the process will be posted closer to when applications are open.

Please note that the Winter Transport Initiatives are reviewed at the start of each winter season and are subject to change. They are not guaranteed.

**50% Subsidy Transport Snowy Mountains Bus Service**

**Winter Carpool Bonus (\$200)**

Please see 'Application Forms' on the Team Info Hub for T&C's

## 50% Discount Bring a Friend Vouchers

All Team Members receive Bring a Friend Vouchers, where you can get 50% off a 1 to 7 day Lift Pass for when your friends or family visit you at Thredbo.

**2 Vouchers**

All Team Members

**4 Vouchers**

Team Members in their second consecutive season

**6 Vouchers**

Casual Team Members after 12 consecutive months averaging 20 hrs per week

All year round full time and part time Team Members