

EMPLOYEE CARPOOL POLICY 23-24

This carpool incentive program aims to reduce Scope 3 greenhouse gas emissions and reward employees for adopting sustainable habits.

The onsite employee carpool parking zone along the bank of Lot 3 (image below) will be reserved for carpools during weekends and holidays. Carpool parking is specifically for vehicles with 2 or more people. During the week, employee carpools are welcome to park in the same area or in Lot 2.

Carpool Log

Each carpool must be logged on the staff site to earn reward points. Each carpool that you participate in earns you one 'point' unless noted otherwise. *NEW THIS SEASON:* To participate in the carpool program, you must first register on the staff site. Once you have created an account, we will verify your employment and send you an email confirmation allowing you to login and start tracking your carpooling. This change streamlines the photo submission process so the system will now save and remember your information. Because of these adjustments, **everyone will now need to log their own individual carpools.**

To log your carpool, take a selfie with your group, then login to the carpool program page and upload your photo. Each person in your group will need an account and will need to upload the selfie to their own account. We are no longer tracking every person in the photo via the same submission.

We recommend bookmarking the login page on the staff site on your phone. When you want to redeem your points for rewards, email anason@skirose.com to coordinate.

Please note: Our new system has a maximum of one entry per person per day, so you will need to log your carpool on the day it happens. There will not be an option to log carpools retroactively.

If you do not have a smartphone, you may email your carpool info (name, date, employee number, department, and group photo) to anason@skirose.com.

Carpool Rewards (subject to change)

- 5 points = Mt. Rose buff
- 15 points = \$10 elevation card
- 30 points = Swag item (selection subject to availability)
- 40 points = \$30 elevation card
- 50 points = One buddy day ticket
- (65) points = One ticket to another mountain through our ticket exchange program *Eligible for end-of-season cash redemption
- (80+) = Create-your-own-rewards: if you carpool this much, we will work together on a reward of your choosing

End of season cash redemption

- If you earn 65 points or more throughout the season, and do not redeem them during the season, you can opt to receive the points as cash on your final paycheck (1 point = \$1 cash bonus). Please coordinate with Anna, anason@skirose.com for this option.
- Note: You must reach a minimum of 65 carpool points to be eligible to receive the cash bonus
- Note: Employees must reach their end-of-season date as established with their manager and remain in good standing to receive points as a cash bonus

Raffle bonus: Every carpool you log is also an entry into a series of raffles for a variety of prizes. Raffles to be drawn in peak season: once in January (counting all carpools opening-December), once in Feb/March (counting all January-February carpools), and once in April (counting all March-April carpools).

Policy Details

1. Carpool points are only valid for employees on the days you work.
2. You must submit a carpool log upon arrival to the mountain to earn points. All carpool participants must complete their own log submission. A new selfie is required for each carpool. Green Team may verify your workdays with your manager to ensure carpool survey submissions are accurate.
3. For end-of-season cash redemption, employees must remain in good standing and reach their end-of-season date as established by their manager. At least 65 carpool points are needed to redeem points as cash at the end of the season. This option is not a default, you must notify anason@skirose.com that you would like to redeem your points in this manner.

Carpool Parking

During the regular season, employee carpools are welcome to park in Lot 2, or along the snowbank of Lot 3.

During holidays and peak periods, there will be reserved parking space for employee carpools along the bank of Lot 3.

Holiday Carpool Parking Area: Lot 3, along the snowbank next to the stairs that lead to Lot 4.



Pro tip: There is a Park-n-Ride lot near the Summit Mall on NV-431 that you can use as a meeting area for your carpool.