



WELCOME TO OUR TEAM!

White Point Beach Resort's people are its greatest asset and principal investment. We offer you the opportunity to enjoy all that the resort has to offer and encourage our staff to make fun and play a part of every work day.

We value the contributions of each and every employee and to show our appreciation we offer the following staff benefits and privileges:

SWIMMING POOL & FITNESS ROOM ACCESS

Staff members and one guest may use the indoor and outdoor pool at any time provided there is no conflict with guest's ability to use the facility. Staff must check with the Recreation or Front Desk staff to get approval on the day he/she is planning on using the pool facilities. The Recreation/Front Desk staff member's decision on whether pool use is appropriate will be respected.

A membership may be purchased for a three month period at \$125.00 per family (beach bucks may be used to pay). Buying a membership gives your family "Country Club Member" status with unlimited use of the pool, fitness room and all rights and responsibilities of same. Membership details will be provided upon request. Please note that the Day Pass program is available to guests of staff members, regular rates will apply.

RECREATION FACILITIES

Staff are welcome to take advantage of all the facilities that White Point has to offer. Feel free to use the games room, boat house and all other recreation facilities is available during regular hours provided there is no conflict with guests' ability to use the facility. The recreation staff member's decision will be respected in this regard. Staff under the age of 19 must sign in at the Recreation office or the Front Desk. If staff bring a guest who is under the age of 19 the staff member will be responsible for this guest while they are on property and must accompany this guest at all times.

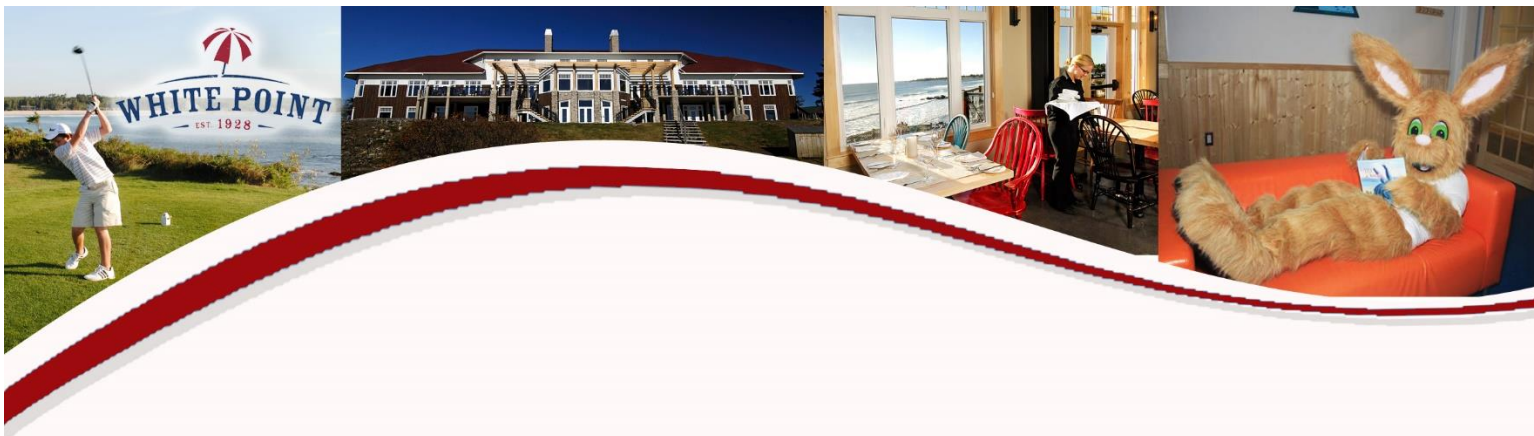
WHITE POINT GOLF

Full-time employees (defined as 32 hours per week for this benefit) may use the golf course on a complimentary basis. Guests do have priority, so use is limited to a space available basis.

You must call the Pro Shop on the day of play for approval due to limited times of play during the day. Staff cannot reserve tee times, but are welcome to call ahead to check the likelihood of availability that day. Observance of all golf club rules and dress code is expected. Staff can join the golf club for \$400. This allows you to book tee times, participate in all member activities such as socials, club tournaments, etc.

STAFF GOLF CLINICS

Staff Golf Clinics can be held for a minimum of five people. Please call the Pro Shop in advance to reserve a clinic or to be put on a waiting list for the next clinic scheduled.



FOOD & BEVERAGE DISCOUNTS

We encourage our staff members to enjoy the culinary skills of our Food & Beverage department. We offer staff members and one guest a 50% discount on food and non-alcoholic drinks. We ask that you do call to reserve a table for dinner and that dining does not occur while on shift. Uniforms are not appropriate dress for the dining room, a change of clothes will be required if you are coming off shift.

(Discount not offered in conjunction with our kids eat free program)

STAFF MEAL PROGRAM

Our meal program is a benefit for staff members who are required to work shifts longer than four hours.

Staff meal tickets (\$4.00 each) are available from the Accounting office Monday to Friday 8 am to 4 pm (except for statutory holidays). Staff members are welcome to purchase a pack of 10 meal tickets and pay as a payroll deduction. The menu of available items is posted in the Staff Break Room.

Lunch is available from 11:30 am to 12 noon, Dinner is available from 5 pm to 6 pm. Tickets need to be given to the Kitchen at least one hour prior to the “pick-up time” you specify on the ticket.

RESORT ACCOMMODATION

We understand that we work in a unique industry and want to share the experience of staying in a world-class resort with our staff and want to extend a \$99 rate to you to take advantage of once per calendar year. These days are not cumulative and cannot be transferred to other staff members or used by family without the staff member present.

Accommodation can be booked through our Front Desk Manager during non-peak business periods and is at the discretion of the manager if the request is during a suitable period.

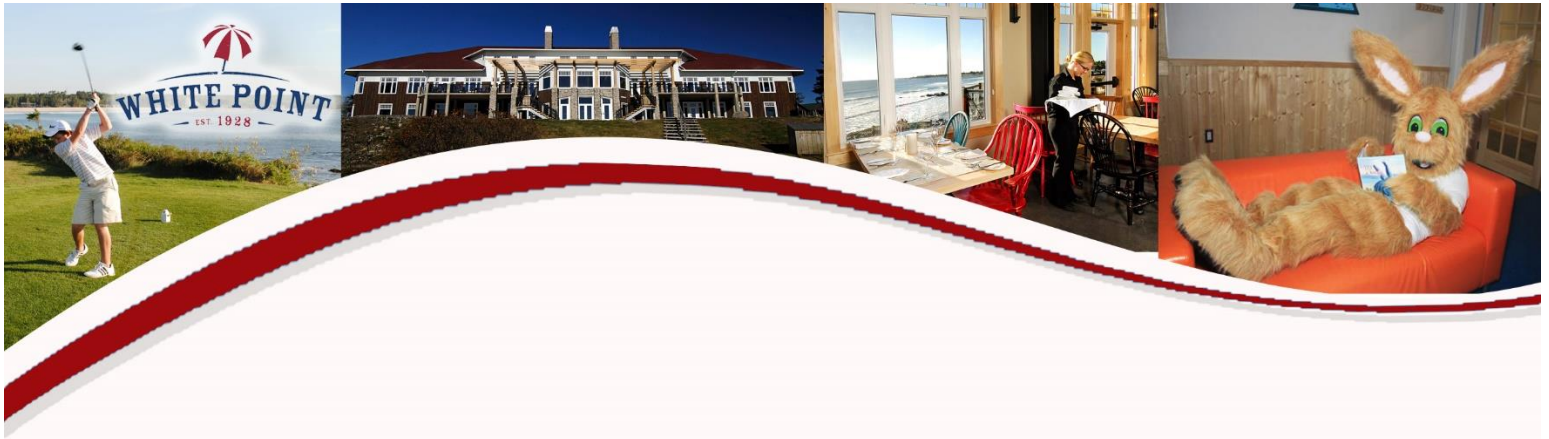
This benefit is in place so you have a chance to experience the peacefulness and relaxation of a vacation here at White Point, and we ask that peacefulness and relaxation is your goal while staying on property.

Of course while on property we ask that you portray a positive company image at all times, to show our other guests the pride that comes with being an employee of White Point.

CAREER PLANNING

The Tourism Industry Association of Nova Scotia (TIANS) has been instrumental in introducing many job classification certifications and Tourism related workshops to our Industry. What this means is that there are industry established standards that form a basis of training and evaluation in many of the positions we have at White Point Beach Resort. We support the staff members member in their quest to gain this professional certification from this organization or any other similar in the form of reimbursement of costs relating to the program and testing involved for all successful staff.

We are proud of our staff members desires to be constantly striving for professional improvement.



LONG TERM SERVICE AWARDS

Twice a year, employees with 5, 10, 15, 20 and 25 years of service are invited to a Milestones in Service Award luncheon hosted by our General Manager, receive a gift based on their years of service and have their photos taken for the employee newsletter.

STAFF SCHOLARSHIP

A staff scholarship is co-sponsored by White Point Beach Resort and the Staff and Community Relations Committee. The purpose is to contribute to a full time educational endeavor of a staff member of White Point Beach Resort.

To be eligible for the scholarship, a staff member must:

- be employed on a full time basis for at least 3 months over the past two years prior to the commencement of the educational program
- be starting the educational program within 4 months of the award date
- provide an essay to the selection committee of a maximum of 1000 words with the following guidelines:
 - the essay will include a description of the educational program being pursued
 - the essay must provide a description of what was learned at White Point Beach Resort which will contribute to the candidate's future success.
 - the essay must be submitted in duplicate - a sealed copy will have the applicants name, the unsealed copy will be anonymous (the selection committee will unseal the envelope after the selection is made)
 - the essay must be submitted by August 15 of each year to the Staff & Community Relations Committee chairperson.

The name of the award recipient will be announced in September on the first business day after Labour Day. The selection committee must be provided with an acceptance letter from the educational institution prior to the award actually being presented. There will be one award given each year. If there are no eligible applicants in any one year, the award will not be given.

The award is \$600.00 and is provided by the Staff & Community Relations Committee and White Point Beach Resort. Eligible "educational endeavour" will include:

- High School equivalency programs
- Private training schools / programs (eg. correspondence programs, business schools)
- Programs in post-secondary institutions (eg. community college, university, technical schools)

The "Selection Committee" will be comprised of the Chairperson of the Staff & Community Relations Committee and two other members of the Committee.



Group Medical and Insurance Benefit Program

White Point provides access to a comprehensive medical benefits plan through Medavie Blue Cross. Enrollment in the medical plan is mandatory and will commence as soon as an employee has worked here for one full year and worked more than 20 hours per week on average during that year.

Reviews are done twice a year by the Accounting Department. You will be notified of your enrollment by your Department Supervisor. At that time you will be required to complete an application form, available from the Accounting Department. If you already have coverage with your spouse or partner, you can provide proof of this coverage to Accounting and must submit a signed release form that will be forwarded to Blue Cross by Accounting.

The plan includes:

- 80% of basic dental coverage
- 80% of eligible vision coverage (maximum \$125 every two years)
- 70% of prescription costs for most medications
- Extended health benefits: ambulance, hearing aids, health care practitioners up to a certain amount per year.
- Life insurance coverage of \$25,000 per employee. \$10,000 for spouses and children if family coverage applies

Booklets detailing coverage are available in the Accounting Department.

Current cost structure is:

Single coverage deduction: \$22.66 per pay

Family coverage deduction: \$74.50 per pay

White Point pays one half of a single person's premium for each type of coverage.

Costs are reviewed annually in September and all employees received notification of any changes in rate in the departmental communication logs.

Smoking Cessation Incentive

Have you been wanting to quit but need that extra push to quit smoking? Well here you go. Go see the Accounting Department and commit to quitting smoking for 6 months. You will get paid \$60.00. You can commit to doing this 3 times in 6 month intervals. The total payment to you could be \$180! But if you start smoking before the next step you must return the money to Accounting. This incentive applies to all staff who are currently regular smokers while on White Point property.

Here is how it works:

Anne wants to quit smoking so she goes to accounting, signs an agreement that says she will not smoke for the next 6 months and gets \$60. Anne comes back to accounting at the end of that six month period and commits to not smoking for another six months - \$60 more for Anne. Anne has now been off the smokes for one year! She goes back to accounting and commits to another 6 months with no smoking - final \$60 for Anne. If at any time during one of the six month periods, Anne is seen smoking - the money has to be paid back via payroll deduction.



Recruiting New Staff

If you know someone that would be perfect for our White Point team simply have them apply & ask them to write on the top of the application form "Recommended by: " and add your name. If the applicant completes the departmental probationary period successfully, you will be rewarded with \$50!

Additional Staff Discounts

The following discounts are available to staff:

Gift Shop clothing and giftware - 25% discount (not on consignment)

Pro Shop clothing & accessories - 25% discount

Massage therapy treatments - 20% discount

Surf Shop

Rossignol Surf Shop is offering a complimentary surf lesson to White Point employees. Please check with the surf shop or boat house attendant to see the likelihood of availability. For more details or to book a lesson please see the Surf Shop. (Thank You Rossignol Surf Shop!)

Super Service Bunny

This program allows staff and guests to complete a ballot to nominate someone who has been recognized for doing something outstanding for either a guest or fellow staff members. Caught in the Act log and comment cards will also be used to assist in the selection process. A staff member may nominate any individual only once in the month of the draw.

Ballets will be collected by the Staff Committee, and the Super Service Bunny for the Month will be chosen by the Committee.

The winning individuals' name and department will be placed on a plaque in the Main Lodge along with their picture (wearing bunny ears of course)

The Winner Will Receive:

- 50 beach bucks
- Own parking space for a month
- Dinner for two in Elliot's Dining Room
- One overnight stay in a White Point room (PR/GC) (non-transferable)

Plus a Choice of One of the Following:

- One hour massage
- Gift Certificate for Gift Shop \$50
- 10 meal tickets

All nomination entries are kept and a prize draw is made once per year as a thank you to all the nominees.