

## Disciplinary Policy and Involuntary Termination

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Neither the offer or, nor the acceptance of, employment by Pats Peak creates a contract of employment for any specified period. Although Pats Peak intends that the employment relationship will grow and be in the best interest of both Pats Peak and the employee, the relationship is terminable at any time by either party without the need to indicate a specific reason or cause. If you wish to resign, please notify your supervisor at your earliest convenience, two weeks is preferable.

Any violation of Pats Peak policies, including situations not covered in this handbook, may result in disciplinary action or termination.

The following reason, while not complete, are examples and should not be seen as an all-inclusive list:

- Any conduct which violates the laws of common decency or morality.
- When personal creditor financial affairs interfere with job performance.
- Dishonesty, misappropriation of Pats Peak property or property of guests.
- Use of alcohol or illegal substances on the job.
- Tardiness.
- Unauthorized and/or excessive absences.
- Careless work.
- Offensive behavior.
- Willful violation of Pats Peak policies regarding guest relations at any time or while skiing (i.e., trail closure, lift line cutting, skiing recklessly, etc.).
- Willfully disregard any Pats Peak Safety Policy.
- Violation of Pats Peak smoking policy.
- Gross misuses, carelessness, or neglect of Pats Peak property.
- Contributing to a dangerous condition.
- Contributing to unsanitary conditions or littering.
- Failure to observe parking policies.
- Breaking any Government law constituting a felony or involving criminal interests.
- Falsification of records or documents.
- Sexual harassment
- Violation of labor laws.
- Abuse of ski privilege.