

## Employee Discount Benefit

The purpose of this internal benefit is an effort to establish clear guidelines for all employees of Goose Pond Colony in how to handle Employee Discounts. In addition, this will clearly detail what benefits are allowed for each employee in an effort for all Goose Pond Employees to receive maximum benefit that is equal and fair to all. All Employees of Goose Pond Colony, full-time and part-time, are eligible to receive the following discounts during their period of employment at Goose Pond Colony. These discounts are non-transferable and are only for the employees of Goose Pond Colony.

1. All discounts are applicable only if they are used in the current month starting on the 1st and ending on the last day of the month. There is no credit, "build up" of discounts month to month, no running balance month to month, or any other benefit if the discount is not used.
2. \$242 maximum per month discount applied to golf green fees and cart or campground rental or marina slip rental.
3. 30% discount applied to merchandise, pavilion, and after hour pool rental purchases. **Blackout dates are holidays during the busy season.**
  - Merchandise purchases are for personal use or personal gifts only.
  - 30% all Cabin, Lodge, and Club House rentals.
  - Cabin, Lodge, and Club House rentals are for personal use only.
  - **The Cabin, Lodge and Club House rentals are for Goose Pond Employees and are not to be used unless Goose Pond Employee is always present.**
  - All Cabin / Lodge reservations can only be made less than two weeks before use.
  - Cabin / Lodge is not used during a holiday week or holiday weekend between Memorial Day and Labor Day.
4. Free swimming - Goose Pond Employees only, not for family or guests.
5. Fuel, alcohol, and/or tobacco are not included in any discounts.
6. Use of Colony and Plantation Golf Courses are allowed for PGA Pro and Superintendent to use as outlined by professional standards.
7. If the discounted item should be returned all discounts will be applied to all returned merchandise.
8. Discounted items purchased with your employee benefit cannot be bought for the purpose of resale, for use in a business, or if you are going to be reimbursed for the purchase.
9. If it is determined that an employee of Goose Pond Colony is abusing the privilege of the above discounts, the employee will lose this benefit and may be subject to further disciplinary action. This includes the employee using the benefit as well as the employee conducting an inaccurate sale.
10. Should an employee of Goose Pond Colony terminate employment with Goose Pond all discounts and credits will immediately end.

11. Any exceptions to this benefit can only be made by the General Manager of Goose Pond Colony. All exceptions must be an absolute benefit to Goose Pond. All exceptions must be in writing with a copy in the General Managers policy book signed by all parties.
12. It is the responsibility of each employee receiving any discount and of each employee receiving funds to properly apply the appropriate discount at the time of payment. The employee is responsible to ensure that they do not exceed the \$242/month maximum. If an employee fails to properly pay for goods and services per this Discount Policy, they will be required to immediately pay off the balance and will lose this discount benefit and may be subject to further disciplinary action. Any employee knowingly applying an inaccurate discount to a sale will lose their discount benefit and may be subject to further disciplinary action.

Lyle Sosebee  
Goose Pond General Manager

Date Started  
3-30-08

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