



Copper Uniform Agreement

At Copper Mountain, not all employees are required to wear a uniform. However, if your department requires a uniform, please carefully read the below policies pertaining to checking out a uniform. All employees are required to sign this policy in the event you are issued a uniform at any time throughout the season.

- As a Copper Mountain employee your personal attire and uniform MUST remain clean and presentable at all times.
- I understand if a uniform is issued to me that those pieces:
 - Are the **property of Powdr – Copper Mountain**
 - Are to be **returned** upon the completion of my employment. *(No later than 3 days after your last worked shift)*
 - Are **ONLY** intended for use when on duty
 - Are **NOT** to be worn on days off or during personal ski/snowboard time
 - Are **NOT** to be taken or worn off Copper Mountain company premises
 - **Note:** *Copper Mountain Resort employees may take their uniform off premise for laundering purposes only, with the exception of outerwear (Parkas, Snowpants, Rain Jackets, etc.) which must be laundered through Gear Up.*
- I understand and agree that if a uniform is issued to me and should any of those pieces be lost, stolen, damaged beyond repair, or not returned upon separation, I will be fully responsible and charged accordingly *(individual pieces and corresponding replacement values will be presented to me during the checkout process in GearUp).*
- I understand that if a uniform is issued to me, I will be charged for any damages based on either the cost to repair or up to the total replacement value of the item or pieces issued to me.
- I understand that helmets are part of the uniform for any employee/volunteer who skis/rides or bikes for their position. Helmets are available for check out from Gear Up for daily use for your position.
 - Helmets must meet all applicable industry standards (i.e. Snowmobile/ATV helmets must meet DOT or Snell certified standards.) For skiing/riding, employees are expected to provide their own helmet; in the case that an employee is not able to provide their own helmet, they will be able to check out a helmet for the day from Gear Up. In all cases, helmets must be worn as intended (i.e. chin strap must be utilized), and any graphics, designs, etc. on the helmet must be appropriate and aligned with the company's harassment and uniform policies. Stickers can prevent a proper safety check when inspecting a helmet for cracks or deformities and are discouraged. Employees who check out helmets from Gear Up are not to place any stickers or graphics on the company helmets. Company-issued helmets may not be used for non-business purposes. Snowmaking department personnel are approved to wear a hard hat style helmet while driving snowmobiles during snowmaking operations. These helmets are purchased by the Snowmaking department and have specific features. Ski/Snowboard helmets are not considered appropriate while operating an ATV or Snowmobile. **Any employee who does not comply with wearing a helmet in accordance with the Powdr-Copper policy will be subject to disciplinary**



action up to and including termination without notice.

Uniform cost for unreturned or damaged uniforms:

Mammut Uniform Pieces:

Mammut Insulator = \$200
Mammut Softshell = \$200
Mammut Parka = \$600
Mammut Pants = \$500
Mammut Radio Vest = \$200
Mammut Soft Shell Vest = \$160
Mammut Raincoat = \$200

Burton Uniform Pieces:

Woodward Burton Parka = \$300
Woodward Burton Mid Layer = \$200
Woodward Burton Pants = \$300

Other Uniform Pieces:

Banquet Shirt = \$30
Maintenance Shirt = \$30

Grooming and Appearance Standards

Individual departments may establish personal grooming guidelines that are more stringent and specific for their operational needs. ****For full details see Employee Handbook****

Personal Grooming

- Personal and oral hygiene are vital to good grooming
- Extreme/offensive odors are not acceptable including body odor, cigarette, marijuana smells, etc.
- Hair must be clean, well groomed, neat, and may not present a ragged or unkempt appearance
- Multiple hair colors are allowed but must be kept fresh and overall style professional and well kept
- Dreadlocks are allowed but must follow policy of being clean, neat and well-kept; if unable to comply, then they may be covered while working; but still required to be professional/clean.



Uniforms

- Damaged/dirty uniforms may be exchanged as necessary
- Uniforms must only be worn while on duty. Nametags count as being in uniform
- Employees are responsible for uniforms once issued
- Pick up a Copper issued winter hat or wear one that meets the hat guidelines stated in the employee handbook
- If the employee chooses not to wear a company issued hat, they may wear their own personal knit or fleece hat (black, white, gray or cream and free of all non-Copper/Woodward logos) or any color Copper branded hat purchased at one of our Copper owned retail establishments.
- Midriffs should be covered at all times
- Pants should be worn appropriately around the waist
- Smoking/vaping in uniform is not permitted at any time



Tattoos

- Visible tattoos may not be offensive and/or controversial
- Visible tattoos above the shoulders are not permitted without RLT approval
- See Employee Experience or employee handbook for examples of unacceptable tattoos

Facial Hair

- Facial hair may be allowed as long as clean, groomed lines are visible and the hair is neatly groomed and trimmed
- No stubble allowed on cheeks/neck and facial hair needs to be a consistent length
- Mustaches, goatees and beards must be neatly trimmed and groomed so that the mouth is clearly visible and hair does not extend below the upper lip
- Beards without mustaches and vice versa are permitted
- Departments with safety hazards may have stricter facial hair guidelines



Nametags

- Nametags must be worn only when on duty
- Nametags must be worn on the outermost layer of the uniform or personal attire
- What you submit for 'I chase' on the nametag must not be offensive and/or controversial. Submissions of this nature will be denied.

Piercing

- Earlobe stretching is permitted, however holes must be filled with a plug/tunnel and must be no more than 1 inch in diameter (roughly size of a quarter). Color of plug/tunnel must be approved by department manager.
- 2 small facial piercings are permitted however are limited to small, discreet rings or studs; small/discreet septum rings may be allowed if approved by management, but no bars/retainers.
- Chains connecting piercings are not permitted
- Tongue piercings may not be larger than 5mm and should not affect ability to communicate clearly



**COPPER
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