

**Oaks Park Association
Employee Perks Policy
Effective May 1, 2018**

Oaks Park Association has adopted the following Employee Perks Policy to ensure that Oaks Park Association (OPA) and Electro Outlet (EO) employees are able to enjoy the facility with their friends and family.

Rink Perks

All active OPA and EO employees (seasonal, part-time, full-time) are eligible for the following rink perks:

1. Admission and Rentals – Employees and their immediate family members receive free admission and skate rental during open skate sessions.
2. Skate Shop Discounts – Employees receive fifteen percent off (15%) Skate Shop purchases. Employees serving as floor guards receive twenty-five percent off (25%) Skate Shop purchases.

Ride Perks

All active OPA and EO employees (seasonal, part-time, full-time) are eligible for the following ride perks:

1. Employee Bracelets – Employees may receive one (1) personal Premier Bracelet per day.
2. Buddy Bracelets – Employees may receive one (1) Premier Bracelet per day for one (1) other person that is accompanying the employee during a visit.
3. Monthly Allowance – Employees receive an allowance of eight (8) Premier Bracelets each month. Bracelets from the monthly allowance may be gifted to any person or group but may not be resold. Unused bracelets do not carry over to the next month.

In addition to the above, all active full-time OPA employees are eligible for:

1. Family Bracelets – Employees may receive one (1) Premier Bracelet per day for each of their immediate family members.

To obtain ride bracelets, employees must contact an OPA manager. The manager will verify current employment and that the number of requested bracelets does not exceed the monthly allowance. Employees will receive an Attractions Pass Voucher that can be taken to the ticket booth and redeemed for the bracelets.

Food Perks

All active OPA and EO employees (seasonal, part-time, full-time) are eligible for the following food perks:

1. Food Stand Discounts – Employees receive thirty percent off (30%) Food Stand purchases and free fountain drinks. Employees are entitled to only one free sixteen-ounce (16 oz.) fountain drink cup during their work shift. Refills are available by reusing the first cup or using an employee-owned cup. Fountain drink perks are not valid for ICEEs or prepackaged beverages (cans, bottles, etc.).
2. Catering Kitchen Employee Pricing – Employee pricing is available on food orders placed with the catering kitchen. Orders must be paid with exact change or through a payroll deduction (OPA employees only).

Facility Rental Perks

All active OPA and EO employees (seasonal, part-time, full-time) are eligible for the following facility rental perks:

1. Historic Dance Pavilion – Employees may rent the dance pavilion at the discounted rate of seventy-five dollars (\$75.00) for each six-hour (6) block of time.
2. Picnic Areas – Employees receive fifty percent off (50%) picnic area rentals.

Special Employee Pricing

Requests for special employee pricing on goods and/or services not identified in this policy should be submitted through the employee's supervisor to the head of the department providing the goods and/or services. All requests are handled on a case-by-case basis and require the approval of the CEO.

Restrictions

1. Bracelets may only be used during normal park hours.
2. Bracelets may not be transferred among guests or resold. Employees who resell ride bracelets are subject to discipline up to and including termination of employment.
3. Bracelets will only be issued before or after a work shift.
4. Employees are not eligible for perks on any day in which they "call in" or "no show" for a shift.
5. Employees are not permitted to use their bracelet during rest breaks or meal periods.
6. Immediate family members are defined as an employee's spouse/significant other, parents and grandparents, children and grandchildren, brothers and sisters, mother-in-law and father-in-law, brothers-in-law and sisters-in-law, daughters-in-law and sons-in-law. Adopted, half, and step members are also included in immediate family.