

SECTION 15**RECOGNITION POLICY**

The O.C. Ski Club will recognize and reimburse those individuals who are responsible for making the club a working unit, as listed below. All awards are based on one person for a given position unless specifically stated otherwise. If multiple persons share the position, it will be their responsibility to divide the award among themselves. Awards may not be carried from one Ski Club year to the next unless the event for which recognition is granted occurs at the end of the O.C. Ski Club year or at the discretion of the President. Persons holding multiple positions will receive the awards for all positions held, when applicable. No other tangible form of award other than that specifically listed below will be granted; these certificates are not redeemable for cash. Committee chairpersons are expected to distribute the committees' recognition award among its members per the chair's discretion.

Persons receiving awards from this policy do not have special privileges in signing up for a trip, or any exemption from other rules pertaining to a trip. Exceptions for those persons whose Club position requires them to perform their duties during the sign-up period can be made with the explicit approval of the Vice President for Organized Skiing. Persons receiving awards from this policy may not accept or receive any gift, gratuity, benefit, service or incentive from any business or its representatives with which said person conducts Ski Club business. The O.C. Ski Club reserves the right to revoke and/or adjust any awards received by any person violating the stipulations of this policy or failing to adequately carry out in a timely manner the responsibilities of the position for which they are being recognized and/or reimbursed.

As positions change, are created or removed, this policy will be updated to reflect those changes. If new positions are created mid-year, they will be added to this policy using the same methodology. Justification for the rating will be presented before the board or the membership for an appropriation, depending on the amount of the award. Ad Hoc committees, committee assistants, party decorators and other similar volunteer positions are strictly volunteer and will have no tangible recognition of any form. The committee strongly suggests that intangible forms of recognition be stressed throughout the year. For example, recognizing people each month in the LiftLine and on the Website who have helped out with committees, parties, publications, etc.

Classes, Recognition and Class Members

Class 1.

Recognition

A Recognition Certificate, to be applied to any ski trip, value not to exceed \$250.00, including lift tickets, lodging, meals and ground transportation, if included, will be granted to each class member. All class members will be permitted to ride 10 ski buses.

Class Members

President, Vice President for Administration, Vice President for Organized Skiing, Treasurer and Secretary.

Class 2.

Recognition

A Recognition Certificate, to be applied to any ski trip, value not to exceed \$250.00, including lift tickets, lodging, meals and ground transportation, if included, will be granted to each class member.

Class Members

Activities & Entertainment Chair, up to three (3) Alpine Day Bus Chairs including Council Day Chair, Alpine Trips Chair, Applicant Chair, Cross Country Chair, Fund Raising Chair, Membership Chair, Publications Chair, Ski Instruction Chair, Volleyball Tournament Chair, Weekly Volleyball Chair and Web Master.

Class 3.

Recognition

Three free day ski trips, including bus and lift ticket. (Excluding special events.)

Class Members

Finance Chair, Public Relations Chair, and Racing Chair, Assistant Treasurer.

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Classes, Recognition and Class Members (continued)

Class 4.

Recognition

One free day ski trip, including bus and lift ticket. (Excluding special events.)

Class Members

Weekly Volleyball Assistant, Winter Carnival Chair, and Great Northeast Snow & Travel Expo Chair, Family Liaison Chair.

Class 5.

Recognition

Three free day bus rides.

Class Members

Ambassador Chair, Board Members, Elections Chair, History Chair, House Chair and Ski Council Reps.

Definition: bus ride = \$9.00 value (bus driver tip not included); each free ski day = maximum value of \$45.00 per day.

Special Cases

The positions listed below are special cases of the previously listed classes. They involve reimbursement for time where the person would have to pay a fee in the course of doing work for a position. Therefore, both recognition and reimbursement are involved.

The following additional conditions apply to all day, weekend and week-long trips run by the O.C. Ski Club. If multiple persons are running a trip, it will be their responsibility to divide the award. The free trip awarded to a trip leader must be used for the trip the leader is running.

All comps received for any event or trip will be used to reduce the cost of the trip/event or will be turned over to the O.C. Ski Club treasury unless explicitly stated otherwise in this policy.

Case 1.

Alpine and Cross Country Weekend Trips

The trip leader will be awarded free admission to the trip they run, including lift tickets, lodging, meals and transportation, if included.

Case 2.

Alpine and Cross Country Week-long Trips

The trip leader will be awarded half of the cost of the week trip, including lift tickets, lodging, travel, and meals, if included.

Case 3.

Leaders of Events or Activities

The Leader(s) of these events/activities will receive free entry to the event/activity they run in addition to any award previously stated for their class.

Case 4.

Cross Country and Alpine Day Bus Leaders

Ski day bus leaders will receive a free bus ride on the trip they are running.

Case 5.

Ski Instructors

Each instructor who teaches on a given day shall receive 1/2 the value of that day's lift ticket, plus the equivalent cost of the bus ride.

Case 6.

Racing Chair

The Racing Chair will receive 1/2 of the value of a day lift ticket for non-O.C. council races and a free lift ticket each for the O.C. Council Race and the O.C. Club Race. The VP of Organized Skiing may request approval for equivalent compensation for co-chairs from the board when deemed appropriate.

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Classes, Recognition and Class Members (continued)

Other

Ad Hoc committees, committee assistants, party decorators and other similar volunteer positions are strictly volunteer and will have no tangible recognition of any form. The committee strongly suggests that intangible forms of recognition be stressed throughout the year. For example, recognizing people each month in the LiftLine who have helped out with committees, parties, publications, etc.

This policy shall be ratified by the membership annually.

Revised: 6/1/93, 11/1/95, 11/21/96, 2/9/01, 9/1/04, 11/04. 10/16/08, 10/15/09