

STAFF HOUSING AGREEMENT

Calabogie Resorts LP (“Resort”) and the undersigned (“Team Member”) agree as follows:

1. The Resort grants the Team Member a license (“License”), to use and occupy a (i) bedroom (“Room”) and (ii) the Common Areas in the Resort’s staff housing facilities (“Common Areas”) jointly with others located at 6117 Calabogie Road, Calabogie ON K0J 1H0 (“Staff Housing”). The Resort will assign the Room and room type to the Team Member. Most Rooms are double occupancy.
2. This License starts no more than 3 days before the Team Member’s first day of work at the Resort and ends no later than forty-eight (48) hours after the Team Member’s last day of work, unless terminated earlier under the provisions of this Agreement. These start and end dates may be extended at the Resort’s absolute discretion.
3. The Team Member understands and agrees that Staff Housing
 - is to be a safe, respectful, and harassment-free living space, and
 - their use of Staff Housing will support this environment and that they will behave in a manner that will not disturb, annoy, or interfere with, the use or enjoyment of Staff Housing by others
4. The Team Member will:
 - comply fully with the Staff Housing Rules attached to this Licence
 - Will not lend, duplicate, or permit duplication of, nor be in possession of a duplicate of, their key to Staff Housing
 - Maintain the Room and Common Areas in a clean and hygienic condition
5. The Team Member will not:
 - allow any garbage or objectionable material to accumulate in or about Staff Housing;
 - assign this agreement or sub-license (e.g. Airbnb) the Room, Common Areas or any parts thereof to any other person or otherwise part with the possession or occupation of the Room;
 - paint or decorate the Room, Room Door, or Common Areas
 - deface any wall, ceiling, or surface of Staff Housing, including the windows
 - damage Staff Housing or its furnishings or permit their guests or invitees to do so
 - tamper with or change the lock, or add a lock, locks or other security devices to the door of the Room or any other door or entrance at Staff Housing
 - make any alterations to the structure of the Room, Common Areas or other parts of Staff Housing; or affix anything to the walls or ceiling
 - bring any external furniture into the Room or Common Areas, or remove original furniture from the Room or Common Areas
 - keep any devices in the Room or Common Areas that are not Ontario Electrical Safety Code approved. Such items can be removed as a potential fire hazard
 - keep or use a waterbed, open element (such as a hot plate, toaster etc.) or heating equipment (such as a space heater) in the Room or Common Areas, or use any device that might overload the electrical circuits

- tamper with or in any way interfere with the operation of any fire detecting or smoke detecting equipment
 - keep any firearms, ammunition, air guns/rifles, fireworks, prohibited weapons, offensive weapons, slingshots, explosives, illicit narcotics and drugs, animals, reptiles, birds, fish or insect in the Room or Common Areas; or
 - commit or permit an illegal act to be committed in Staff Housing
6. Resort staff may enter the Room and Common Areas at any time, and without notice, in the event of an emergency or perceived emergency, or a disturbance or breach or suspected breach of the Resort's policies, including the Staff Housing Rules, or in order to examine the state of the Room and Common Areas including the state of sanitation and safety, and to make such repairs, changes or improvements to the Room, its furnishings and the Common Areas as the Resort may deem necessary or desirable.
7. The Resort may terminate this license for:
- non-payment of any amount due to the Resort
 - breach of any provision of this agreement or the Rules; or
 - the Team Member ceasing to be employed by the Resort
- If the Resort terminates for the above circumstances; it may, depending on the circumstances, require the Team Member to depart Staff Housing immediately.
8. The Resort reserves the right, to substitute another Room in Staff Housing and the Team Member shall move to that other Room.
9. The Team Member agrees to pay (i) a License fee which is based on the Room type assigned and a \$100 security deposit. The License fee includes all utilities, including heat, electricity, water, wastewater, and internet services. License fees are posted on the Resort's staff only web site and vary by Room type. The security deposit will be released after checking out; unless it is required to repair any damages.
10. The Team Member authorizes the Resort to deduct License fees, and any other amounts owing under this Agreement, from its wages.
11. The Team Member agrees to be subject to the terms and conditions of this agreement.

Calabogie Resorts LP

Team Member

By:

Authorized Signatory

Print Name

SCHEDULE "A"

Furniture, Fixtures & Equipment

Items:

Room

- Bed Frame and Mattress
- Curtains or Blinds
- Lamp/Light Fixture
- Internet Connection
- Smoke Detector and Battery
- Bed linen
- Shelf

Common Areas

- 2 propane Ovens & cooktops
- 3 fridges
- 2 freezers
- 60" TV
- 30 stools
- Plateware, cutlery and cooking implements
- Garbage and Recycling Cans

SCHEDULE "B"

STAFF HOUSING RULES

INITIAL INSPECTION

Team Member will inspect the room within 72 hours of moving in. If Team Member should fail to submit documentation of damages to management, it shall be agreed by Team Member and Management that Team Member completed the inspection and found all items to be satisfactory and free of damages.

2) TEAM MEMBER RESPONSIBILITY

All Team Members within a Room are responsible for what occurs within their Room. Team Members are responsible for the actions of their guests or visitors. Any damage or illegal activity that occurs in a Room for which a specific individual does not take responsibility will be considered the responsibility of all Team Members occupying the Room.

3) FIRE DETECTION

If a Team Member removes a smoke or carbon monoxide (CO) detector from the ceiling or wall, or tampers with the detector in any way, the responsible Team Member will be charged a \$100 fine per detector. Discharging the unit fire extinguisher without a valid reason is cause to require that Team Member permanently vacate Staff Housing.

4) PETS

No pets are allowed in Staff Housing at any time. Please inform all visitors that they must leave their pets at home. If a pet is discovered, there will be a \$50 pet charge and the License may be terminated.

5) FIREARMS, DRUGS AND ALCOHOL

The use or possession of alcohol by a minor, illegal drugs, narcotics, drug paraphernalia, any butane, or flammable cylinders over one-ounce, controlled substances, guns, kegs, weapons, knives, bb or paintball guns, swords, etc., in Staff Housing is not allowed.

6) SMOKE-FREE ENVIRONMENT

Staff Housing is a non-smoking environment. No smoking is allowed in any Common Areas or Rooms. Smoking is permitted on the patios, decks and grounds provided that you are a minimum of 9 meters from any building entrance or window. Please extinguish and deposit cigarette butts in the urns provided at each building entrance. You will be issued a written warning for the first offense; a \$75 fine for a second offense and a third offense may be cause for you to permanently vacate Staff Housing.

7) GUESTS

Each guest must be registered and may stay for a maximum of 3 nights (even if it's in a different Team Member Room). Guests staying in a double occupancy room must be approved by both licensees occupying the Room. It is the responsibility of all Team Members to report unregistered guests. A \$50 fine will be charged to each Team Member for each night an unregistered guest is determined in the Room or Common Areas. A guest is not to occupy anyone else's bed even if no Team Member is

currently occupying it.. Team Members previously required to permanently vacate Staff Housing may not be registered as a guest or visit Calabogie Peaks at any time. Team Members who have been required to vacate Staff Housing discovered in Staff Housing will be considered trespassing, the License holder will also be required to permanently vacate Staff Housing and the former Team Member will be prosecuted for trespassing. Visitors under the age of 18 must be always accompanied by the Team Member.

8) NOISE

Loud stereos, televisions or musical instruments are prohibited. Any noise or music should not be heard in the halls or adjacent units at any time. Team Members may work different shifts and always have the right to quiet. Any Team Member who violates the noise policy will receive one written notice; a second is cause for a requirement to permanently vacate Staff Housing.

9) USE OF LIVING SPACE

Team Member must always keep the Room clean and sanitary. Team Members must leave empty beds alone and not use them for friends or to store their belongings. Team Members must leave empty space ready and clean for the next person to move in. If a bed space is empty in your Room, management may inspect it at any time. No soliciting, peddling or operation of a business is allowed. No nails, stick-on hooks, duct tape, screws or stickers should be placed on any surface in the unit.

10) DAMAGES

Team Members are financially responsible for all damages that occur in a Room or the Common Areas. All Team Members are responsible for the Common Areas. If a Team Member's roommate causes damage and he/she fails to report the damage within 72 hours, all Team Members occupying the Room will be responsible for the cost of repairs in the Room. Trash and waste should be disposed of promptly. Any trash found outside the Room or Common Areas will be charged to the Team Members based on the number of containers.

11) DECKS/BALCONIES/WINDOWS

Decks and balconies must be kept clear of trash, boxes, furniture. Grills of any type or size, flags, banners, lighted signs, Christmas lights and air conditioning units are not allowed on decks, balconies or in windows. Furniture provided by Team Member housing is not allowed outside of the unit/building or on decks/balconies at any time. Hammocks, chairs, or furniture of any type may not be hung or secured to the ceiling, support beams or any part of the balcony, deck or within the interior of the Room or Common Areas.

12) INSPECTION

To assure all Team Members a safe and sanitary living environment, Calabogie Peaks will conduct inspections in all Rooms and may access your Room and the Common Areas during reasonable hours to do so. Rooms will be inspected for the purpose of verifying compliance with the License and these Rules. During inspections, Calabogie Peaks is looking for damages, weapons, drugs, cleanliness, unregistered guests and the over all condition of the Rooms and Common Areas. If Team Member regularly fails Room inspections, his/her license may be terminated. Also, periodic inspections may be conducted without notice during reasonable business hours to ensure an unoccupied bed or Room is available and ready for occupancy.

13) EMERGENCY & INSPECTION

Calabogie Peaks retains the right to access the Room to conduct emergency inspections without notice if it reasonably suspects violation of these Rules or in the event of a maintenance or other emergency.

14) PARKING

Parking is limited at Staff Housing. You and any of your invited guests must fully always comply with Team Member Housing Parking Rules while parking on-site to avoid your vehicle being immobilized or towed at the vehicle owner's expense.

15) SATELLITE DISHES

Satellite dishes are not permitted.

16) BEHAVIOR PROBLEMS

Any Team Member/guest whose behavior violates the License, or these Rules will receive a Notice Demand for Compliance. Copies of all notices will be forwarded to supervisors, so they are aware of their Team Members' behavior in Staff Housing. If a violation occurs in a Room and a specific individual does not take responsibility for the incident, all Team Members in the Room will receive a Notice Demand for Compliance.

17) CONTINUING DEFAULTS

Repeated violations or violating more than one item at a time shall be viewed as a continued default under the License. Occurrence of a continuing default cannot be cured by Team Member and may result in immediate request to permanently vacate Staff Housing.

18) LOCK OUTS

If you are locked out of your Room after hours, please go to the Hotel Front Desk. You will be charged a \$50 fee for the unlock service. If you are locked out during office hours, please stop by the Adventure Center, and borrow a key at no charge.

19) SNOW PLOWING

Vehicles should be moved daily and will be towed if interfering with snow plowing or snow removal, the general snow cleanliness of parking areas and designated parking spaces or parked in non-designated parking areas.

20) CHECK-OUT PROCEDURE

A written notice is required to terminate your Residence License. The check-out form includes the date, your name, Room number, number of keys being returned, contact phone number and a forwarding address. A \$30 fee will be assessed for non-returned or lost key.

All vacated Rooms must be cleaned and presentable. If they are left unclean, a service fee will be assessed. Any personal belongings found in the Room or Common Areas after move out will be discarded. A walk-through will be conducted by Calabogie Peaks for condition of your Room. Any damages not reported prior to move out will be charged to all Team Members of that Room. Damage deposit or invoice for any fees owed will be sent to the forwarding address within 60 days of move-out.

21) CHANGES: Calabogie Peaks reserves the right to add, delete or change these Rules with or without notice.