



Tenants for Turns 2022/23 Ski Season

To assist employees in finding affordable housing for the winter season, we are offering local area homeowners' incentives to rent to Sugarbush employees through the Tenants for Turns program. Tenants for Turns is a community-based program aimed at benefiting both local homeowners and Sugarbush employees. We want to reward local homeowners and landlords for renting to Sugarbush employees!

Qualified landlords and homeowners who advertise their rental with Sugarbush and then rent to a Sugarbush employee will be able to choose from one of the following incentives:

- A Family or Individual Health and Recreation Center (SHARC) Membership for the 2022/23 Winter Season.
- 10 All Mtn Lift Ticket Vouchers
- 2022/23 Sugarbush Premium Season Pass for \$100

If a landlord has multiple rentals, one application will be considered for each address

Please read the following program guidelines carefully:

- **To qualify** for one of the above (hereafter referred to as "incentive(s)") the homeowner or landlord must first apply to the Tenants for Turns housing program. A landlord must apply for the program *prior* to filling vacancies. **Agreements made with tenants prior to signing up with the program are not eligible for incentive(s).**
- **To apply**, fill out the application found on page 5 of this letter, and sign the Liability Release on page 4. Applications can be submitted by fax: 802-583-6389, by email: hr@sugarbush.com, mail: 1840 Sugarbush Access Road Warren, VT 05674, or may be delivered in person to the Human Resources office.
- **The duration of the rental term** must be for a reasonable majority of a seasonal employee's working commitment to Sugarbush. Long term leases are also welcome for year-round staff. The duration of a lease should be mutually agreed upon by a tenant and landlord/homeowner.
- **Once the application is approved** by Human Resources, you will be notified, and the rental will be added to a list exclusively available to Sugarbush employees who have committed to working at Sugarbush. This program excludes family members of landlords/homeowners.
- **Employees will contact you if they are interested in your rental.** The landlord/homeowner is responsible for the screening and lease signing process. The homeowner retains full control over the lease terms, the rent to be charged, and all other details of the rent agreement.



- **You may not be able to meet face to face with tenants before their desired move in date.** Our employees are moving to the area from across the country. Skype, Facetime, or any other methods to discuss the rental situation can go a long way in finding the right tenant for you.
- **Once the vacancy is filled** the homeowner or landlord will notify Human Resources by submitting a signed copy of the rental agreement. Human Resources will verify the employee renter qualifies for the program. **If you rent to an individual who has not been approved by Human Resources, you are not eligible to receive the incentive(s).**
- **If the rental is filled with someone who is not a qualified Sugarbush employee,** please contact the HR department to have your rental removed from our list.
- **The incentive(s) will be issued if all requirements of the program have been met.** 1) You have applied and have been approved as a Tenants for Turns landlord. 2) Your tenant is an eligible employee and contacted you via the program listing. 3) You have submitted a copy of the lease agreement. **Incentives may take up to one week to process.**
- Sugarbush does not evaluate, and therefore cannot make any representations or warranties regarding an employee's fitness for any tenancy. While we attempt to hire only the highest quality and responsible individuals to work at Sugarbush, we cannot make any guarantees that the individual you agree to house will be what you consider a good tenant. Sugarbush does run background checks for certain positions at the resort, please inquire for more details.

Sugarbush is looking forward to another great winter season and would like to invite you to be a part of it. As always, we welcome any ideas you have to help our Tenants for Turns program grow and improve. If you have any questions or concerns about this program, please feel free to contact the Human Resources department at the number or email on the application. Again, thank you for your interest in Sugarbush and for your support of our employees!

Answers to common questions

How much should I charge for my rental?

Sugarbush does not have guidelines or requirements regarding the cost of rental and lease agreements for the Tenants for Turns program. These rewards are intended to be a generous incentive to rent to employees for a lower monthly rate than the general public. Most ski industry employees earn minimum wage, and their hours are dependent on business levels. We recommend rentals be within the range of \$500 and \$800 per month per individual or lower, plus utilities, but each situation is unique and many factors such as a furnished rental could raise or lower that price.

It is very important that you collect a damage deposit before allowing any tenant to reserve the rental. Keep in mind most employees starting their winter season are without significant reserves of cash to spend on a deposit. You must balance the inherent risks of renting your property with determining an appropriate rental and deposit amount for seasonal employees.



Will Sugarbush help collect rent from employees?

The Tenants for Turns program acts only as a facilitator that connects available rentals with employees looking to rent. All rental/lease agreements are between the landlord/owner and the tenant. Please read the general liability release form on page 4.

What if I have rented to Sugarbush employees in previous years, not through the Tenants for Turns program, and plan on renting to them again?

Thank you for housing Sugarbush employees! The spirit of the program is to make a list of rentals available to our employees currently searching for housing. A landlord must apply for the program *prior* to filling vacancies. **Agreements made with tenants prior to signing up with the program are not eligible to receive incentive(s).**

Are there any geographical boundaries my rental must fall in to qualify?

We do not have limitations on how far away a rental can be. If your rental is further than a 25-minute drive, you may find that employees are not interested in commuting that far.

Does the Tenants for Turns program have a deadline for the application process?

We are currently accepting landlord applications and there is no set deadline. Our seasonal winter employees start their housing search as early as September. Demand for seasonal housing usually declines in January. We will, however, accept landlord applications throughout the winter season and into the spring as we also hire year-round employees who relocate to the area.

If the rental is filled with someone who is not a Sugarbush employee, please HR to have your rental removed from the program list.

I already purchased a pass this year. If I'm successful as a landlord, can I get reimbursed?

We always recommend that potential landlords purchase their pass in case they are not successful in the program. If successful, landlords are entitled to a full or partial reimbursement depending on what type of pass you purchased. Please indicate on your application if you have a pass and will be seeking reimbursement.



TENANTS FOR TURNS LANDLORD/HOMEOWNER APPLICATION FORM

Application to list rental with Sugarbush Resort Tenants for Turns Program

You may return this form via e-mail to hr@sugarbush.com OR

mail to 1840 Sugarbush Access Road, Warren, VT, 05674.

If you have any questions, please call 802-583-6380

GENERAL LIABILITY RELEASE

PLEASE READ CAREFULLY AND SIGN BELOW

The undersigned is participating in the "Tenants for Turns" employee-housing program. The undersigned participant(s) does hereby release and forever discharge Sugarbush Mountain Resort, doing business as Sugarbush Resort, and their owners, employees, directors, officers, agents, affiliates and related entities ("Sugarbush") from any and all responsibility and liability as herein after enumerated, and further agrees to indemnify and hold harmless Sugarbush and all persons acting for Sugarbush against all claims, costs and attorney's fees arising out of or in any way connected with the Tenants for Turns employee housing program:

- All rental/leases agreements are between the landlord/owner and the tenant. Sugarbush is only a facilitator of the "Tenants for Turns" housing program and is not involved with any landlord/homeowner and tenant disputes.
- Any intentional or unintentional damage, injury caused in whole or in part by the tenant, whether alone or together with or in association with others, to any person or persons or the property of any person or persons, whether it be personal, real or mixed;
- Any financial or other obligation incurred by the landlord/homeowner during the duration of the program, including without limitation, obligations or liabilities incurred by a tenant in the program;
- Any intentional or unintentional injury to the participant, illness, sickness, death or disability, arising from the acts of another person or persons, disease, hospitalization, medical treatment, taking of any medicine or drugs, or any other connected cause;
- All claims for any injury, loss, damage, accident, delay, irregularity, or expense arising from government restrictions or regulations, war, rebellion, weather, acts of God or governments, or any other like reason.
- The "Tenants for Turns" application and release form are the property of Sugarbush and cannot be duplicated, forwarded, or altered without direct written permission from the Sugarbush Human Resource Department.
- Any claims, including but not limited to those enumerated in the preceding paragraphs, which arise out of the landlord/homeowner/tenant relationship.

Signature of applicant:

Date: __/__/__

Printed name of applicant:



TENANTS FOR TURNS APPLICATION FORM

You may return this form via e-mail to hr@sugarbush.com, mail to Sugarbush Human Resources Department 1840 Sugarbush Access Rd. VT, 05673 or fax to 802- 583-6389. If you have any questions, please call (802) 583-6380

Name: _____ Phone: _____

Email: _____

Mailing Address: _____

Physical Address of Rental: _____

Type of Accommodation: (circle one)

House Cabin Apartment/Condominium Single Room Multiple
Rooms (#: _____)

Date Available for Move-in: _____

Duration of lease: _____

Rent per Month (per person): _____

Do you require last month's rent upon move-in?	YES	NO
Do you require a security deposit?	YES	NO
If yes, how much? _____		
Are utilities included?	YES	NO
If no, approx. cost per mo. _____		
Is snow removal included?	YES	NO
Are pets allowed?	YES	NO
Is smoking allowed?	YES	NO
Is a washer/dryer available?	YES	NO
Will the renter(s) have a private bathroom?	YES	NO
Will the renter(s) have a private kitchen/kitchenette?	YES	NO
Is the property furnished?	YES	NO
At the end of the winter season many employees find themselves relocating; would you like your listing to remain posted for summer too?	YES	NO
Has this unit been rented in the last year? If so please indicate the type of rental: _____		
Have you rented to a Sugarbush employee in the past year?	YES	NO

If approved, would you prefer: (choose one): \$100 Pass SHaRC Pass 10 Vouchers

Additional comments or special requests you would like to include: _____

