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**TEAM MEMBER  
GUIDE TO SUCCESS**

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5,850  
SKIABLE ACRES

ELEVATION 11,166'

# LONE PEAK



50 MILES  
OF SUMMER TRAILS

# WELCOME TO BIG SKY

We're thrilled to have you on board and excited for the journey ahead. This Team Member Guide to Success is designed to equip you with the tools, resources, and knowledge you need to thrive in your role and to feel comfortable joining our community beyond the work day. As you embark on this new chapter of your career, know that your growth, development, and well-being are our priorities. Together, I believe we can cultivate a culture of excellence, collaboration, and innovation. Here's to your success and to making a meaningful impact together!



**Troy Nedved**  
General Manager, Big Sky Resort





# WHO WE ARE

Nestled in the heart of the Rocky Mountain Range, Big Sky Resort is a true hidden gem, with passionate team members who share a love for the outdoors.

Big Sky Resort takes pride in being one of the largest ski resorts in North America and a part of the Boyne Resorts portfolio – a family of more than 14 different year-round destinations.

Being a part of the Big Sky team means being a part of a culture that is driven to deliver experiences to guests, and our teammates, that are enriching and transformational. Regardless of which department or position you are a part of, we are all committed to creating opportunities that are centered around unique brand experiences. Experiences that are fun, help grow individuals to become leaders, and allow everyone to feel supported in their career journey.

The place in which this all comes together is special and many of us call it home. With the surrounding beauty of the Greater Yellowstone Region, where wide-open spaces meet dramatic peaks, Big Sky Resort and the whole community is a place that allows you to explore one of a kind mountain experiences.



# OUR VISION

We Lead the Transformation of the American Mountain Resort Experience.



## OUR EXPERIENCE PRINCIPLES

### We Are Leaders

We serve as guides to our guests, team members, and the industry to broaden perspectives, encourage self-discovery and unlock new potential.

### We Are a Catalyst for Change and Reimagination

We encourage our guests and team members to challenge and discover. We are willing to explore big, bold ideas and take calculated risks.

### We Are Driven by Experience, Not Product

We strive to inspire and engage our guests and team members through all five senses to create transformational experiences.

## OUR MANIFESTO

**Everyone Who Has Touched Big Sky Has Felt the Mountain Touch Them.**

You've lived that moment, first run or last, in powder, on a groomer, or from the top of Lone Peak on a summer evening – the moment is not exactly yours to choose. But when it happens, it's not about the performance or the conquering or the top, it's about the effortless, momentous connection of a string of turns on skis, on a bike – when you can't tell where you end and the mountain begins. It's when you pause at the top of a hike and you feel that the boundaries have blurred, the earth has tilted, and you see things differently. It's when you touch the bigger sky.





# OUR CULTURE

The Big Sky culture is centered around the creation of exceptional experiences with consistency. We work hard to foster this culture by practicing the four core values of our Boyne Basics.

## TEAM ENGAGEMENT AND DEVELOPMENT CORE VALUES

- L.** - Long Term Thinking: When making any decision or creating goals
- E.** - Excellence in Execution: Always paying attention to the details
- A.** - Attitude is Everything: Innovative, passionate, "Can Do" attitude
- D.** - Develop Great People: Delegate, train, encourage, evaluate

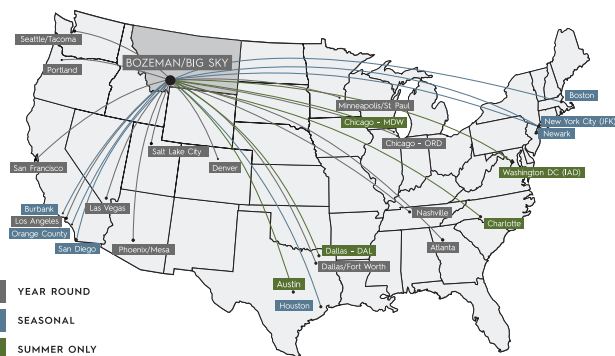


# GETTING HERE



## FLY HERE

Big Sky is arguably the easiest and most well-served resort in the US when it comes to air travel. There are over 20 cities flying non-stop into Bozeman Yellowstone International Airport (BZN) throughout the year, with even more in the summer.



Visit [BigSkyResort.com/Flights](https://BigSkyResort.com/Flights) for more information.

## GETTING HERE FROM THE AIRPORT

If flying in, there are several ways to get to Big Sky Resort using ground transportation. Below are a few options to consider:

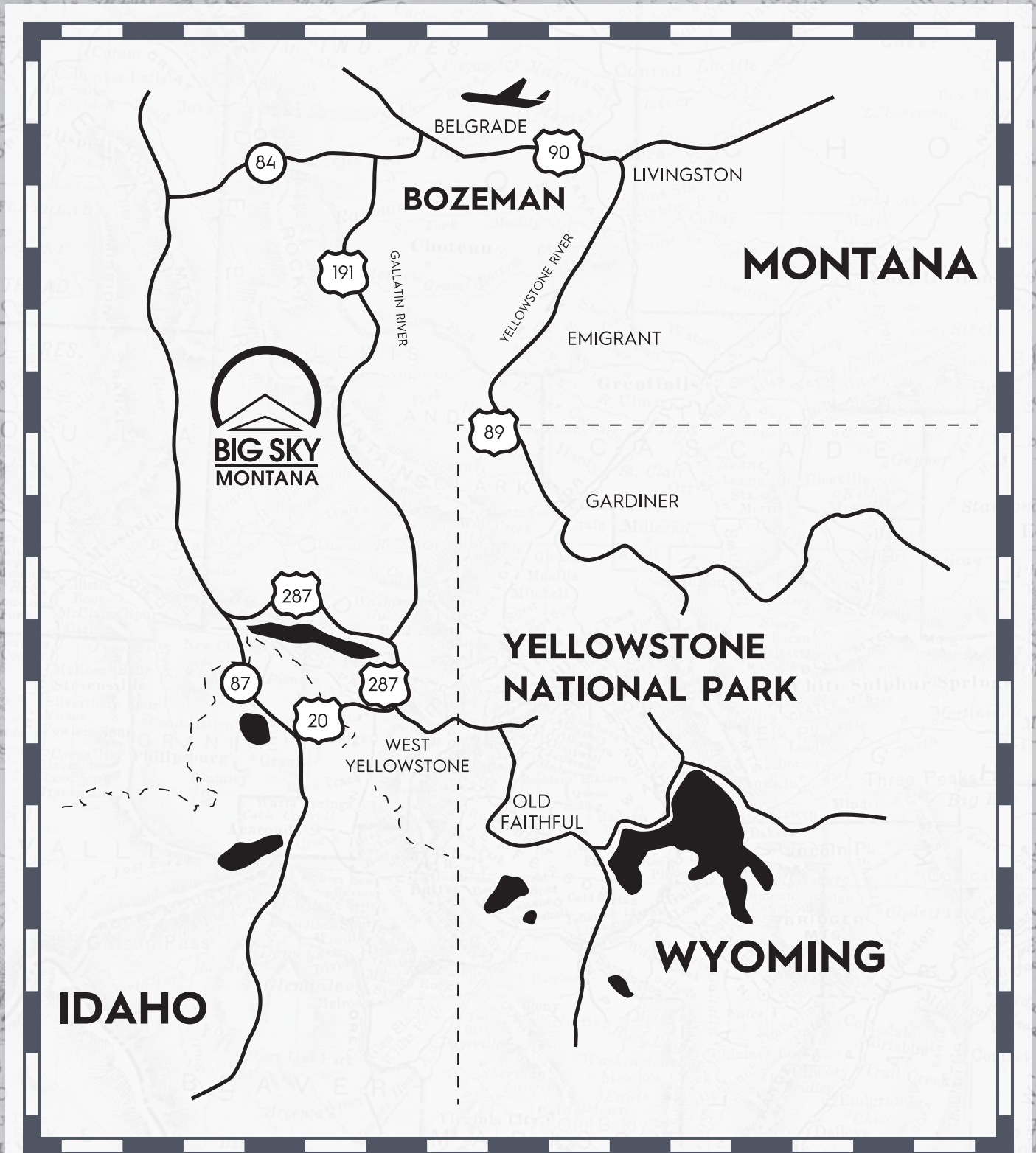
- Skyline Regional Bus (Must take a taxi or rideshare to Walmart) - \$\$
- Karst Stage direct bus (reservation required) - \$\$
- Uber/Lyft - \$\$\$
- Private ground transportation providers - \$\$\$\$

For additional information reference:  
[BozemanAirport.com/Ground-Transportation](https://BozemanAirport.com/Ground-Transportation).

## GETTING HERE FROM THE REGION

Big Sky Resort is easily accessible off of Montana Highway 191 via Skyline Bus which connects Bozeman to Big Sky. Big Sky team members get a free punch pass from HR for Skyline Bus rides.

Go to [SkylineBus.com](https://SkylineBus.com) for more details.



**DRIVE HERE**

Big Sky Resort is easily accessible off of Montana Highway 191, connecting to Bozeman in the North and West Yellowstone in the South.



# BIG SKY

## EXPLORE THE AREA

SO GLAD YOU'RE HERE!  
Hopefully this helps you find what you're looking for and start getting to know what's nearby.



Bozeman's downtown offers a great vibe and resources like shopping and transport for days away from the resort.

**BZN** BOZEMAN YELLOWSTONE INTERNATIONAL AIRPORT

BOZEMAN

191

GALLATIN GATEWAY

GALLATIN RIVER

GALLATIN CANYON

GET FISHIN' ON THE GALLATIN

Known as an excellent river to learn fly fishing, the Gallatin is home to hungry rainbow and brown trout.



GALLATIN RIVER

BIG SKY MEADOW VILLAGE

64

BIG SKY TOWN CENTER

191

WEST YELLOWSTONE + YELLOWSTONE NATIONAL PARK

BIG SKY RESORT MADISON BASE AREA

BIG SKY RESORT MOUNTAIN VILLAGE

**Skyline Bus Stop:**  
· Madison Base  
**Food and Beverage:**  
· Headwaters Grille  
· Uncle Dan's

**Team Member Housing:**  
· Mountain Lodge Campus  
**Groceries:**  
· Hungry Moose Market and Deli  
**Food and Beverage:**  
· Scissor Bill's  
· Yeti Dogs  
· The Cabin  
· Vista Hall  
· Montana Jack's  
· Treeline Coffee  
· Chef's  
· Carabiner  
· Peaks  
· Mocha in the Huntley  
· Westward Social

**Main Skyline Bus Stops:**  
· Town Center  
**Groceries:**  
· Hungry Moose Market and Deli  
· Roxy's  
**Food and Beverage:**  
· Milkie's Pizza & Pub  
· Blue Moon Bakery  
· Wrap Shack  
· Broken Spoke Bar and Grill  
· Alberto's  
· By Word of Mouth  
· Ousel and Spur  
· Block 3 Kitchen & Bar  
· Blue Buddha  
· Pinkie G's  
· Beehive Basin Brewery  
· Tips Up  
**Other:**  
· First Security Bank  
· BASE Community Center

**Team Member Housing:**  
· Golden Eagle Campus  
· Whitewater Inn  
**Main Skyline Bus Stops:**  
· Whitewater Inn  
· Golden Eagle  
· Meadow Village Center  
**Groceries:**  
· Country Market  
**Food and Beverage:**  
· Olive B's  
· Michaelangelo's Big Sky  
· Bunker Deck and Grill (summer only)

**Other:**  
· US Post Office  
· Big Sky Fitness  
· Big Sky Golf Course  
· Disc Golf  
· Community Park  
· Chapel  
· Ace Hardware

Big Sky Town Center and Meadow Village are approximately five miles below Big Sky Resort Mountain Village. The entire area is referred to as The Meadow.

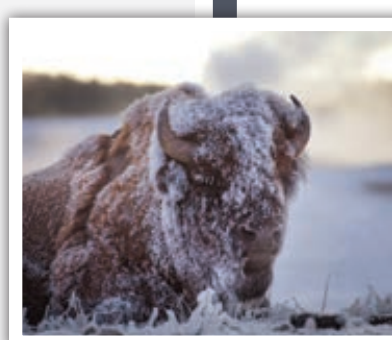
GET A GOOD COAT  
High elevations can equal low temperatures even in summer. Bring a warm coat to enjoy all our outdoor adventures.



LONE PEAK

11,166 ft

Big Sky is a spectacular destination year-round. Each season brings something new and exciting to the area, from mild spring temperatures to abundant winter snow.



GOOD BOOTS EQUAL HAPPY FEET  
Hiking, snowball fights, camping and campfires are all more comfortable with good footwear.



# WHAT TO BRING & PACK



WISH YOU WERE HERE



...AND HERE TOO!

## HERE IN MONTANA, THE ELEMENTS DEMAND FUNCTION OVER FASHION.

Grab your trusty puffy jacket, shoes with good traction, and a beanie (or three). Whether you're out on the mountain or hanging out in the base area, layering will keep extra warmth trapped in, and it's easy to adjust throughout the day.


For skiing and riding, we recommend waterproof outer layers and gloves, and always wearing a helmet. If you've got your own ski gear, skip the oversized baggage fee and mail your skis right to the resort with our partner, Ship Skis. If you don't have gear, don't sweat it. Big Sky Sports Rentals & Demos has got you covered with skis and boards, suitable for everyone from beginner to advanced.



  
**DON'T FORGET**

We need two forms of official ID for employment records.



 Be sure to have some money available to cover the basics before you get your first paycheck.

### WHAT SHOULD I PACK?

- Baselayers: thermal, synthetic blends
- Insulating layers: fleece or non-cotton, avoid cotton base layers as it tends to hold moisture
- Wool ski socks
- Snow pants
- Winter/ski jacket
- Ski goggles
- Warm, waterproof gloves or mittens
- Clothing to layer for all types of weather
- Beanie and Sun Hat
- Helmet
- Sunglasses
- Sunscreen
- Swimsuit and Water Shoes
- Rain Jacket
- Boots or shoes with good traction
- Reusable water bottle



If you're coming from somewhere with a warmer climate, there are plenty of shops in Mountain Village to stock up on mountain gear.



# HOW TO CONNECT

## EVENTS

Being a part of the Big Sky Resort team offers you the opportunity to be a part of the Big Sky community; either to enjoy the variety of activities and programs available or to get involved with a non-profit. Whether between seasons or work shifts, there are many ways to connect and have fun with a few highlights below:

### HR SPONSORED EVENTS

- Kickball & Dodgeball
- Movie Nights
- Social Mixers
- Nordic Skiing

### COMMUNITY EVENTS

- Thursday Music in the Mountains (Summer)
- Farmers Market (Summer)
- Ski Joring (Winter)
- Live Music
- Trivia & Bingo Nights

### LOCAL ORGANIZATIONS

- WIA – Wellness In Action
- Big Sky Community Food Bank
- Gallatin River Taskforce
- Big Sky SNO (Sustainability Network Organization)

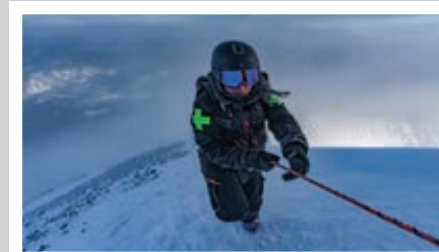


## BASE BIG ADVENTURE SAFE ENVIRONMENT

A community center where there's something for everyone.

- Climbing and bouldering wall
- Full gymnasium
- Workout facility
- Fitness and wellness programs
- Meeting and classroom space
- Child play area
- Open gathering space
- Diverse programming by BSCO and local community partners

Explore Programs, Activities & Hours: <https://bsco.org/base/>



## DON'T FEEL ISOLATED OR ALONE

Visit [WWW.TEAMBIGSKY.COM](http://WWW.TEAMBIGSKY.COM) for mental health resources and organizations available to Big Sky Team Members.



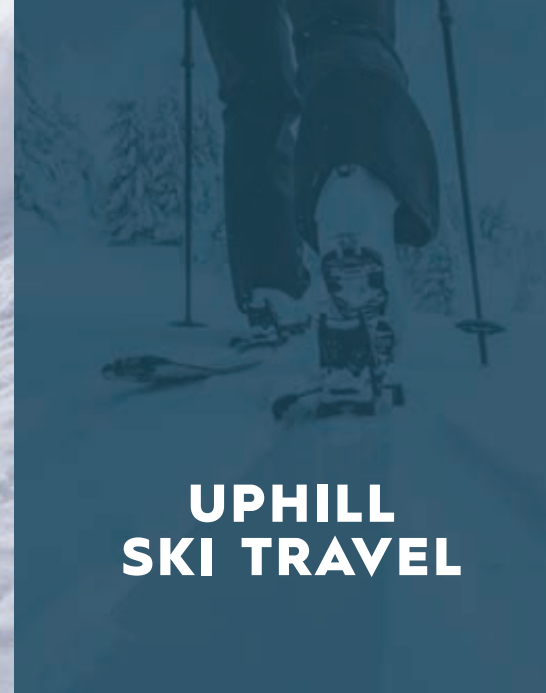
# WINTER ACTIVITIES

Winter in Big Sky is a magical time of year! Average temperatures range from 15° - 30°F, with a few days each season falling below zero. It's also common for evenings to be well below zero degrees, for the region to see frequent snowfall, and our winter to accumulate over 400 inches of snow a season. Over 1,500 Team Members support the Big Sky team each winter, with over 45% returning from the prior season.

There are plenty of outdoor activities to enjoy in the winter months, from skiing and snowboarding to snowshoeing, snowmobiling, and sleigh rides. Wearing your warmest layers (heavy coat, hat, gloves, scarf, and warm boots) will make Big Sky more enjoyable this time of year.



**SKIING & SNOWBOARDING**



**UPHILL SKI TRAVEL**



**SNOWMOBILE & SNOWCOACH TOURS**



**SNO-GO BIKE RENTALS**



**YELLOWSTONE NATIONAL PARK**



**DOG SLEDDING & SLEIGH RIDES**



**WINTER LEAGUES**



**SNOWSHOE TOURS**



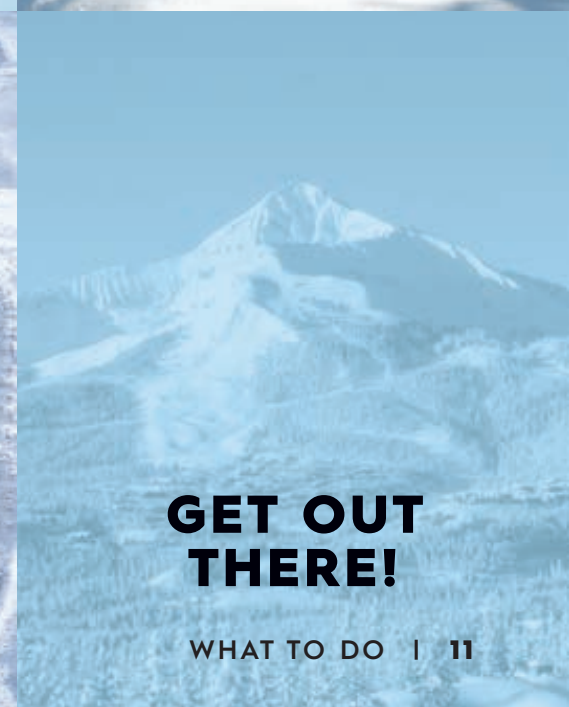
**CROSS COUNTRY SKIING**



**ICE SKATING**



**WINTER FLY FISHING & HUNTING**



**GET OUT THERE!**



# SUMMER ACTIVITIES

Summer is beautiful in Big Sky, with 100 days of sunshine and temperatures ranging 30 to 80 degrees. Our summer team is 900+ strong with many returning team members year after year.

The warmer months offer plenty of opportunities for adventure, from hiking and mountain biking to golf, scenic lift rides, zipline tours, fishing, and so much more. With Yellowstone National Park nearby, you can explore everything the park has to offer. Visit on the brink of fall to leaf peep the gorgeous foliage and catch a chill in the air at night.



**MOUNTAIN BIKING**



**SCENIC LIFT RIDES**



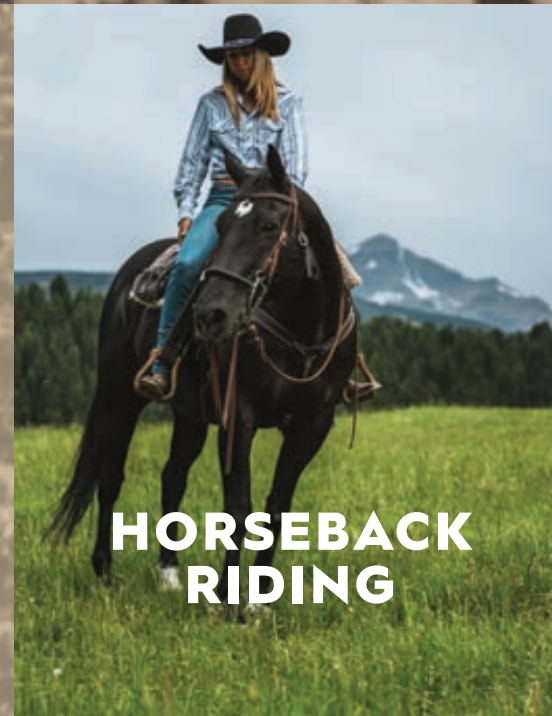
**FLY FISHING**



**DISC GOLF**



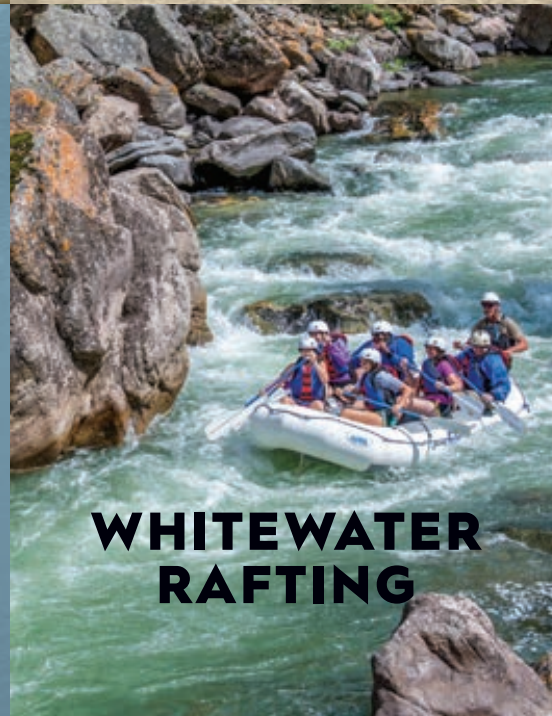
**ADVENTURE & NATURE ZIPLINES**



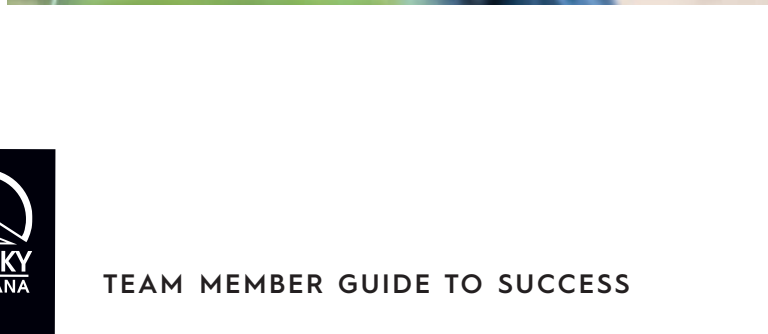
**HORSEBACK RIDING**



**LAKE LEVINSKY MARINA**



**WHITewater RAFTING**



**BIG SKY GOLF CORSE**



**YELLOWSTONE NATIONAL PARK**



**HIKING**



**AND MORE MOUNTAIN FUN**



# GET THE PERKS



66

*There's something magical about watching the sunrise over the peaks before starting the day's work.*

— CODY B.

## SUMMER PERKS

### SUMMER RESORT PERKS

- Free Summer Pass offering unlimited bike haul & scenic rides
- Free or discounted Free Summer Pass offering Golf Pass, depending on the number of seasons employed (3 or more = Free / Under 3 = \$150)
- Discounted Basecamp activities & free team member days

### RESORT WIDE DISCOUNTS

RETAIL: 30% off at all Big Sky Resort locations

RENTAL: Daily discounts, based on availability

FOOD: 50% off at Vista Hall and 25% off all other Big Sky Resort outlets

SPA: Special team member days and daily discounts, based on availability

LODGING: Discounts on nightly rates at the Huntley Lodge and other Big Sky Resort properties for family and friends, based on availability

**EXPLORE ADDITIONAL PERKS & BENEFITS**  
[WWW.TEAMBIGSKY.COM](http://WWW.TEAMBIGSKY.COM)



# WINTER PERKS

## WINTER RESORT PERKS

- Free Winter Pass for Full Time, Part Time and Seasonal team members\*
- Free and Discounted lift tickets at select resorts (Montana ski areas, IKON resorts, Mountain Collective resorts, and Grand Targhee)
- Discounted mountain sports lessons and rentals.
- Discounted Big Sky Resort lift tickets for friends & family

## RESORT WIDE DISCOUNTS

RETAIL: 30% off at all Big Sky Resort locations

RENTAL: 30% to 50% off equipment, based on availability

FOOD: 50% off at Vista Hall and Headwaters Grill, and 25% off all other Big Sky Resort outlets

SPA: Special team member days and daily discounts, based on availability

LODGING: Discounts on nightly rates at the Huntley Lodge and other Big Sky Resort properties for family and friends, based on availability

**EXPLORE ADDITIONAL PERKS & BENEFITS**  
[WWW.TEAMBIGSKY.COM](http://WWW.TEAMBIGSKY.COM)



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*The energy and camaraderie among staff and guests create an atmosphere unlike any other workplace.*

— SAM K.

# BIG SKY TEAM HOUSING

Big Sky Resort proudly offers a wide range of housing options in Big Sky and Bozeman (TBD) to full-time seasonal team members.

Once you are formally hired, you can apply for our Team Member Housing through our StarRez Housing Portal for our Big Sky Housing Campuses and or Bozeman Hotel Campus (TBD). Team Member Housing is smoke and tobacco free.

[WWW.TEAMBIGSKY.COM](http://WWW.TEAMBIGSKY.COM)

## ALTERNATIVE HOUSING OPTIONS

Craigslist: Big Sky and Bozeman listings

Facebook: Big Sky Housing Network

Big Sky Apartments

Zillow: Big Sky and Bozeman

Big Sky Housing Trust

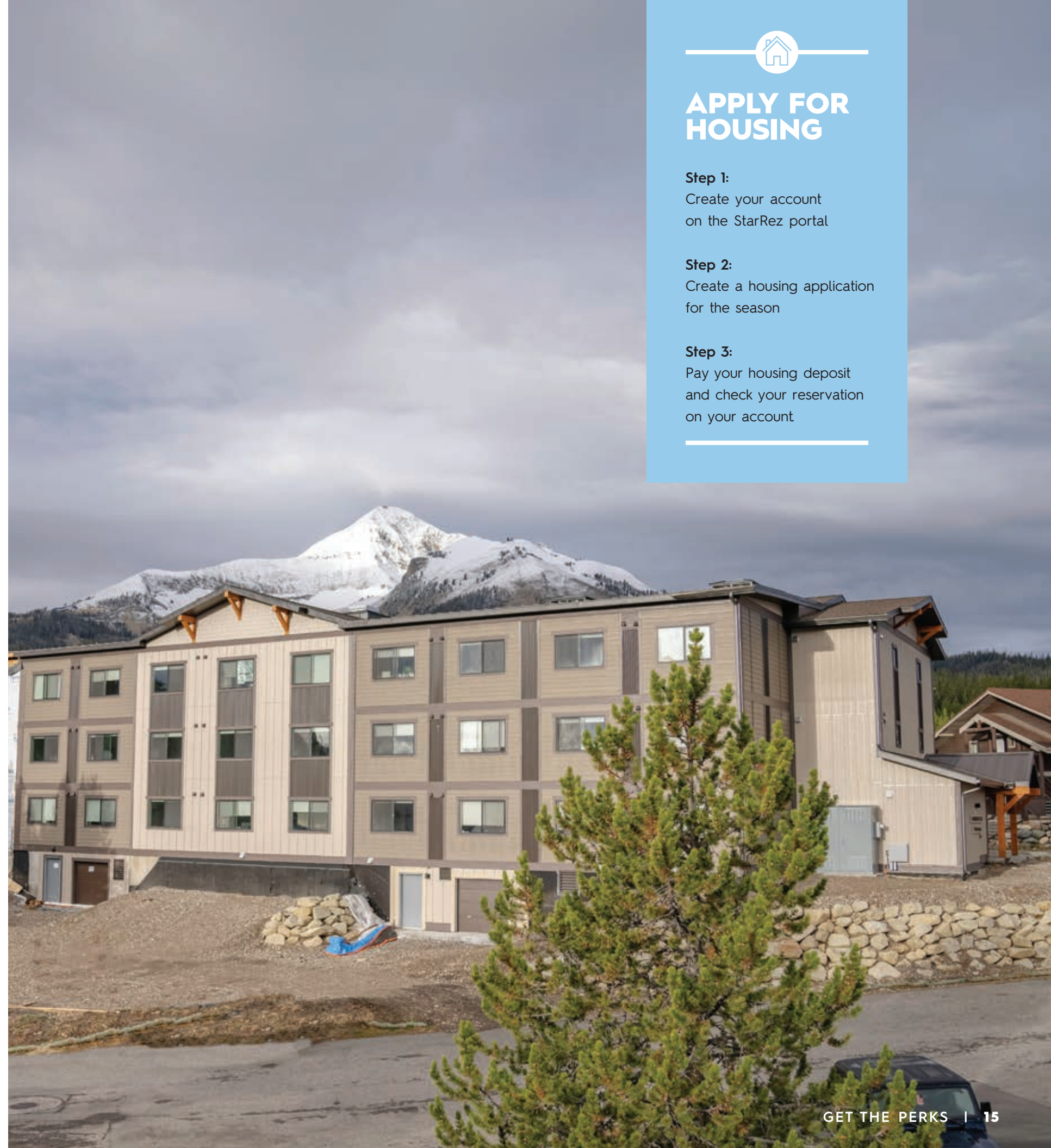
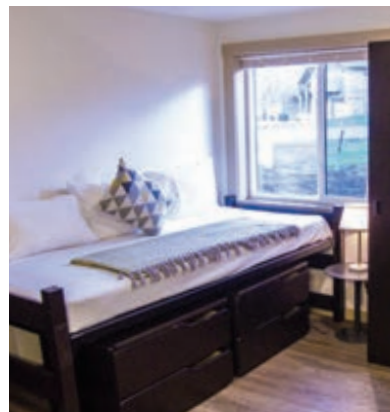
## TEAM MEMBER HOUSING DEPARTMENT

Office: (406) 995-5835

Housing Security: (406) 539-0200

Monday - Friday, 9AM to 5PM

[WWW.TEAMBIGSKY.COM](http://WWW.TEAMBIGSKY.COM)



## APPLY FOR HOUSING

### Step 1:

Create your account on the StarRez portal

### Step 2:

Create a housing application for the season

### Step 3:

Pay your housing deposit and check your reservation on your account



# BREATHE EASY

EVEN AT 11,122 FEET



## WE ARE SMOKE FREE

### NO SMOKING POLICY

Big Sky is a smoke free campus for guests and team members. This is inclusive of ALL Big Sky Resort property, including parking lots, company owned vehicles, and team member housing.

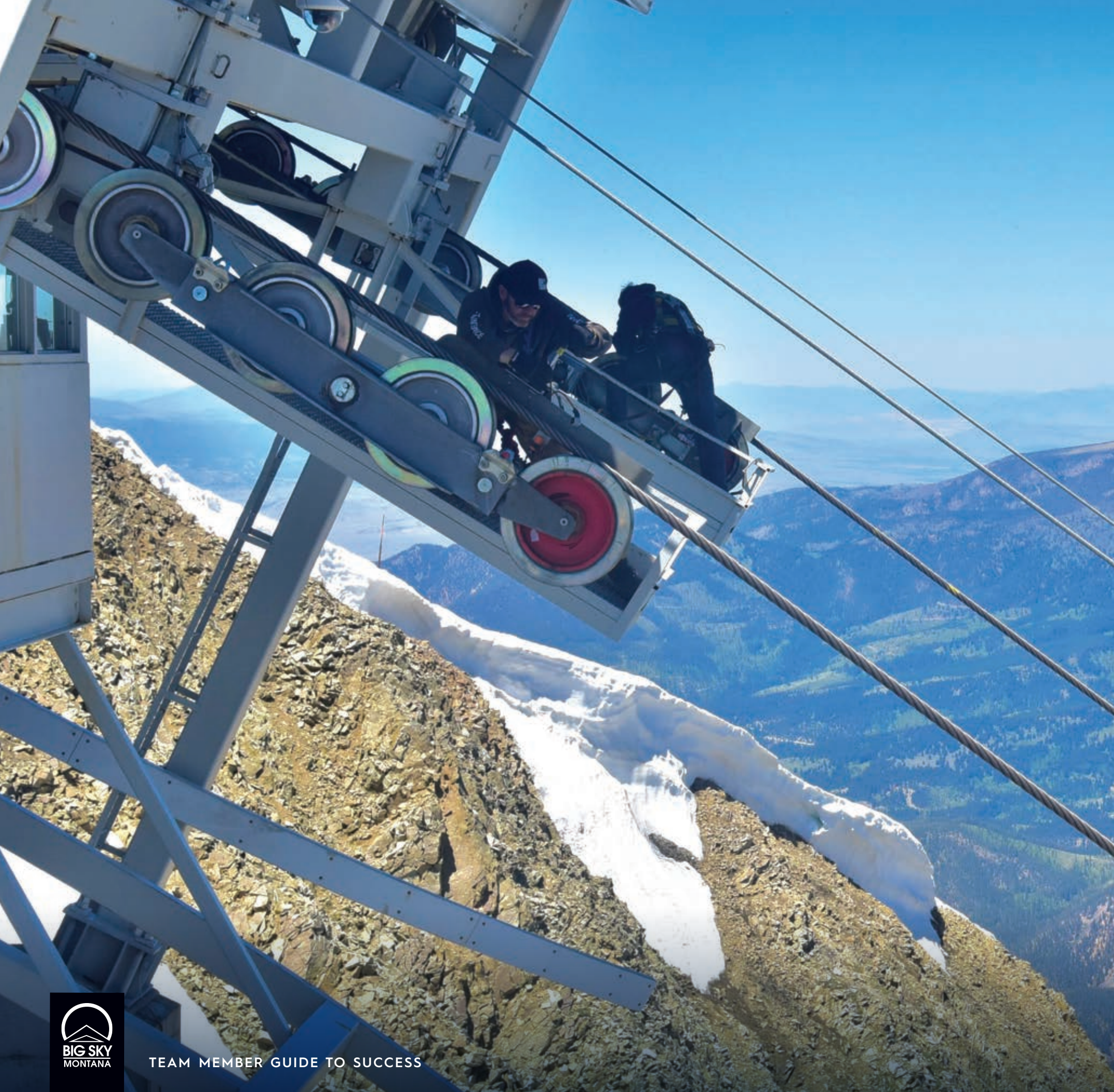
### TAKE YOUR FIRST STEPS TOWARD BECOMING TOBACCO FREE

Any team member who wishes to quit smoking is encouraged to take advantage of the support available through the Montana Tobacco Quit Line (1-800-784-8669).

The Employee Assistance Program (EAP) also offers help with smoking cessation.

MONTANA TOBACCO





# WHO TO CONTACT

## Human Resources

PO Box 160001  
50 Big Sky Resort Road  
Big Sky, MT 59716  
Phone: 406-995-5706  
Email: [BigSkyHR@BigSkyResort.com](mailto:BigSkyHR@BigSkyResort.com)  
Web: [www.TEAMBIGSKY.com](http://www.TEAMBIGSKY.com)

## Team Member Housing

Hours: Monday – Friday, 9AM to 5PM  
Phone: (406) 995-5835  
Web: [www.TEAMBIGSKY.com](http://www.TEAMBIGSKY.com)

## Emergency: 911

Big Sky Resort Security: (406) 995-5827  
Big Sky Housing Security: (406) 539-0200  
Non-emergency Sheriff: (406) 843-5301  
Big Sky Ski Patrol: (406) 995-5880  
At Your Service/Lost and Found: (406) 995-5555





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**YOU'RE GONNA  
LOVE IT HERE!**

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**QUESTIONS?**  
Email: [BigSkyHR@BigSkyResort.com](mailto:BigSkyHR@BigSkyResort.com)  
[WWW.TEAMBIGSKY.COM](http://WWW.TEAMBIGSKY.COM)