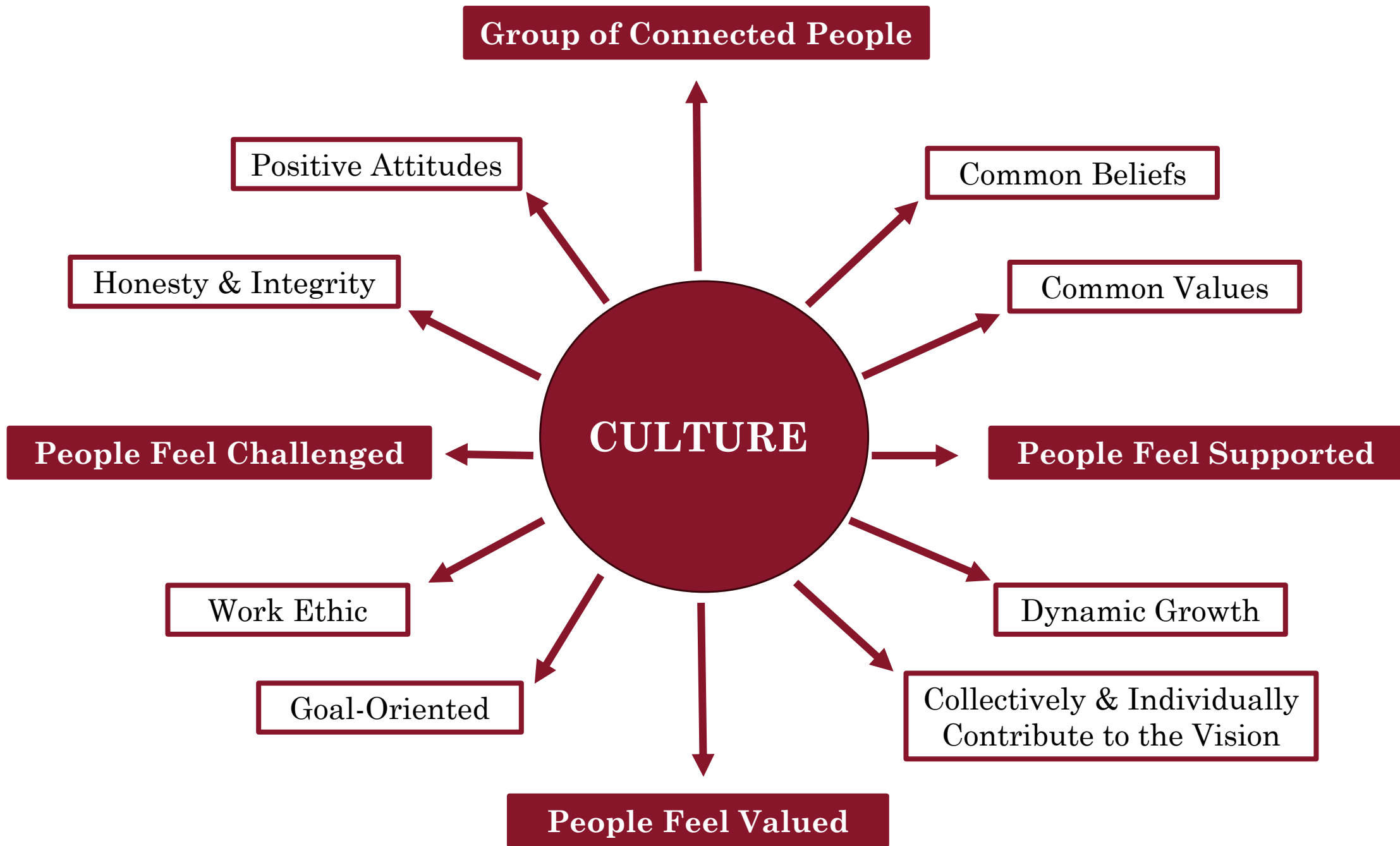




BOSTON GOLF CLUB

*Employee
Culture*



It's **ALL** about the People....

REQUIRES ZERO TALENT

- ✓ Attitude
- ✓ Work Ethic
- ✓ Effort
- ✓ Body Language
- ✓ Doing Extra
- ✓ Passion
- ✓ Being on Time
- ✓ Being Coachable
- ✓ Being Prepared



CAIRN ↔ TEAM

Stacking rocks is an ancient practice, they are symbols of stability, creativity, self-worth, strength and fragility. From the early construction of the course these have been built, we continue that tradition today.

YOU ARE ONLY AS GOOD AS YOUR TEAM:

**Hire Character, Train,
Make Improvements,
Conduct Reviews**

**Show Empathy, Be
Vulnerable, Honest,
Understand that Respect is
Earned & Have Humility**

As we strive to reach goals and realize our vision, we **MUST** be supportive of each other through encouragement, help, trust and holding each other accountable. We **MUST** challenge each other to achieve the quality of work we are capable of. At the same time, we **MUST** be accepting of this from others. Without support and proper balance, the cairn is at risk of becoming weaker and tumbling.



Doors open when you deploy a....

Powerful Mindset

- ✓ **Better Thinking** – act with intent, shift perspective to gain insight, quiet your mind, avoid distractions.
- ✓ **Healthier Mind** – Block negativity, seek feedback, praise effort, stay grounded, be open, embrace change.
- ✓ **Purposeful Creativity** – pursue challenges, ask questions, experience new things, embrace failure.
- ✓ **Continuous Learning** – take pride in the journey, knowledge is power.

The BGC Employee Experience Includes:



Earn Your Stripes

- ✓ Full-time year-round, full-time seasonal and part-time seasonal positions available
- ✓ Opportunity to learn from industry leaders
- ✓ Work variety and training for confidence
- ✓ A keen focus on service
- ✓ Freedom to be creative and curious
- ✓ Understanding that trust/respect are earned
- ✓ Competitive starting wages (\$20/hr +)
- ✓ Schedule flexibility and life balance
- ✓ Comprehensive benefit packages with eligibility
- ✓ Continuing education opportunities
- ✓ Performance evaluations
- ✓ High % of employee retention and satisfaction