

Snow School Application

2021-2022 LOTTE ARAI RESORT Snow sports School and Guide Affiliation System

1. Purpose

LOTTE ARAI RESORT ("LAR") has formalized an agreement that snow sports school guides that are not owned or directly affiliated with the company must join as an authorized operator in order to use all lifts within LAR for commercial operations. The purpose is to maintain and improve your safety and enjoyment at all times by ensuring the quality of the experience you get at LAR.

Therefore, LAR has formally established the LOTTE ARAI RESORT School Guide affiliation system to accredit snow sports schools and guides that we do not own or are not directly affiliated with.

As a result, it is prohibited to conduct snow sports school and guide business in LAR without being accredited by LAR.

2. Parties governed by this policy

Any group, business or person which is employed by, or intends to operate, a snow sports school or guide operation (which includes a guided photography business) within the LAR ski area for the intended purpose of financial compensation.

3. Affiliation requirements

LAR has determined that the following affiliation requirements will be implemented during the 2017-2018 winter season:

- 1) Applicants must perform operations that abide by the laws and regulations of Japan.
- 2) Applicants must operate cooperatively with LAR and related staff.
- 3) All applicants applying as an instructor business must hold a snow sports certification issued by a national or internationally recognized ski or snowboarding organization, as defined on a supplementation, and all instructors employed under the entity's supervision must hold snow sports certifications issued by a nationally or internationally recognized ski or snowboarding organization.

4) If you apply as a guide, all guides must have one of the following qualifications, or they must be under the control of a person who has them, or the LAR must issue a special permit with the consent of the Official School.

- Level 1 Avalanche Operations (Avalanche Operator Level 1 Qualification)
- Level 3 ISIA ski/snowboard guide certification (in addition to the ISIA avalanche and guiding module basic certification)
- If the LAR determines that it can provide a sufficient safety management system, experience, and experience to guide

5) Applicants must be enrolled in a valid third party liability insurance policy (minimum of ¥100 million per single accident).

6) All staff members, instructors and guides employed by applicants must be legally entitled to work in Japan. Foreign staff members are required to provide their residence card in accordance with certification, proving permission to engage in work at the time of lift pass pickup.

7) Instructors and guides employed by the applicant must carry their LAR-issued "LOTTE ARAI RESORT Partnership License", in addition to wearing the applicant's official uniform, for snow sports schools and guides.

8) All uniformed instructors and guides must carry their LAR-issued "LOTTE ARAI RESORT Partnership License".

- All snow sports instructors and guides must carry their application for certified affiliate business, as well as their licenses issued at the time of registration. One license will be issued per guide or instructor.

- Each license incurs a ¥10,000 issuance fee.

- Licenses will become invalid at the end of the ski season.

4. Application process

Applicants will be required to submit a "LOTTE ARAI RESORT Snow sports School and Guide Affiliation System" application, and required documents, to LAR no later than one week prior to the intended commencement of the applicant's snow sports school operations.

※LAR does not allow LOTTE ARAI RESORT to be used as a waiting area for lessons or to be used in advertising, under any circumstances.

Required documents:

- 1) A completed LOTTE ARAI RESORT Snow Sports School and Guide Affiliation System application.

2) An outline of the group or company. A detailed description of operations, location, contacts for the summer and winter seasons, and contacts of Japanese speaking staff members.

3) A copy of the applicant's emergency management plan. This is required in the event of serious injury of a guest or staff member, or a major accident.

4) A copy of the applicant's staff training and development plan.

5) A photo of the applicant's snow sports school uniform.

6) The number of instructors to be employed.

7) Details and qualifications/certifications of the representative director.

8) A complete list of employees and instructors who will be issued a LOTTE ARAI RESORT Partnership License. Submission of foreign employees' employment eligibility in Japan (such as a copy of a work visa) and a copy of the employed person's resident card.

9) Submission of proof of enrollment into a third party liability insurance policy (over ¥100 million per accident), such as a copy of the insurance card).

Acceptance of the applicant will be at LAR's sole discretion. It is only after LAR has recognized the affiliation that the applicant may purchase licenses for all instructors and employees, as listed in the applicant's application.

5. Prohibited Actions

Individuals, groups or companies may not conduct commercial guided snow sports school business and similar activities on LAR premises in any form without first obtaining the necessary affiliation approval as indicated.

The following is prohibited, regardless of approval or denial:

-Soliciting and/or advertising for business in any form within the Lotte Arai Resort. No company or individual may advertise ("brochure", "website" etc.) that they are conducting guided snow sports school business in the LAR where they are active without the permission of the official snow sports school or LAR.

-Conducting lessons without wearing the designated uniform specified at the time of application.

6. Exclusions

Affiliation is not required under the following conditions Membership is not required under the following conditions.

- The same activities as a guide/instructor in the LAR that do not involve exchange of money.

If the LAR and the official LAR snow sports school permit the use

- When a school teacher or a companion teaches a student temporarily or for a short period of time

- If you are accompanying a group that has come to ski or snowboard for a short period of time or for a short period of time, and you are not living and working as a guide/instructor in a neighboring area as your main business.

- LAR accredited snow sports school

New customers through activities such as guest riders at manufacturers' or retailers' test-ride events

New customers from guest riders and other visitors

(Submission of an application form is required, in case of multiple events, consultation with the person in charge and the official snow sports school will be required.

- In the event that an unexpected client wishes to have the same activities as a guide/instructor within the LAR, the client will be referred to an official LAR snow sports school, and the service will be performed by the official LAR snow sports school, subject to arrangements for sales commissions between the schools.

- The applicability of the above is entirely at the discretion of LAR.

Please note that if LAR decides that the service is not available within the above listed frames, it will not be available.

7. Enforcement Procedures for Policing

LAR respects and protects recognized snow sports schools and guide businesses who purchase licenses for the purpose of conducting school operations. Therefore, a licensing manager will confirm whether the correct licenses have been obtained. The licensing manager will confirm the following points:

- a) If a license is carried by the staff on-site
- b) If there is a name and color photo on the license
- c) The license number

If the licensing manager believes that an incorrect license is being used, he will hand the party in question a "Consultation Request Document", along with a document regarding the LOTTE ARAI RESORT Snows ports and Guide School Affiliation System. There will be no further confrontation with the party in question at that time. The party with the license in question must arrange a meeting with the LAR representative within 48 hours in order to prove that the correct license is being used.

※ If the meeting is not conducted within 48 hours, the person in question and the associated business will automatically be barred from conducting operations within the resort and will be prohibited from using LAR facilities.

■ If the first advice is taken, the following consequences are possible.

If the person in question responds within 48 hours and conducts a meeting, the following outcomes are possible:

- 1) If LAR has confirmed that the party has not been conducting lessons or guidance for financial gain, then nothing occurs.
- 2) If LAR has confirmed that the party has been conducting lessons or guidance for financial gain, then they will be offered to apply as a certified business within the LAR system.

➤ If the party is unable to fulfill the affiliation requirements, or if they are unable to be affiliated as a LOTTE ARAI RESORT Snows ports school or guide, then they will be issued a warning to cease further schooling or guidance. (First warning) Furthermore, the party in question will be required to sign an agreement stating that they will no longer continue their snow sports or guidance operations within the resort. However, if the party in question is found to have continued their snow sports or guidance operations within the resort (if LAR has confirmed

that they have been conducting lessons for financial gain), then the party in question will have their lift pass revoked without refund and will be prohibited from entering LAR's premises now and in the future.

■ If a party is reported a second time, then the following outcomes are possible.

If the person in question responds within 48 hours and conducts a meeting, the following outcomes are possible:

1) If LAR has confirmed that the party in question has conducted lessons for financial gain within the resort, then their lift pass will be revoked immediately without refund. Affiliated snow sports schools and guide businesses should note that if any of their staff members do not possess the correct license, LAR reserves the right to cancel all licenses without refund.

2) Affiliated snow sports school and guide businesses may specify and report individuals that may be performing illegitimate operations to LAR directly.

8. General rules

1) If LAR believes that an entity is teaching or conducting guidance for financial reward within the resort, or is performing actions contrary to the terms of the LOTTE ARAI RESORT Snow Sports School and Guide Affiliation System, then LAR reserves the right to cancel or suspend the party's license immediately, without refund.

2) If a person's license has been suspended by LAR, then that person will be unable to purchase a license the following year.

3) LAR reserves the right to modify or amend the terms of the "LOTTE ARAI RESORT Snow sports School and Guide Affiliation System" at any time.

4) Snow sports schools and guide businesses recognized under the LOTTE ARAI RESORT affiliation system are not entitled to priority lift use or vehicles in any situation.

5) LAR may publish information on the official homepage or within the facility stating that only recognized instructors and guides, registered through the LOTTE ARAI RESORT Snows ports School and Guide Affiliation System, are to operate within LAR facilities.

Enclosure

Requirements of a representative (school principal)

2020-2021

ÖSSV (AUSTRIA) – STAATLICHER

BASI (U.K.) – LEVEL 3

PSIA (U.S.A.) – LEVEL 3

CSIA (CANADA) – LEVEL 4

APSI (AUSTRALIA) – LEVEL 4

NZSIA (NEWZEALAND) – LEVEL 3

*SAJ, SIA will be designated organization in Japan, and it will be accredited according to the contract established by each group.