

Snow School Application

LOTTE ARAI RESORT Snow sports School and Guide Affiliation System

1. Purpose

LOTTE ARAI RESORT ("LAR") has formally agreed that snow sports schools and guides that are not owned by or are not directly affiliated with LAR must join as an accredited operator in order to use all lifts in LAR for commercial business purposes. The purpose of this is to ensure the quality of the experience our guests have in LAR and to maintain and improve the safety and enjoyment of our guests at all times.

Therefore, LAR has established the LOTTE ARAI RESORT School and Guide Affiliation System as the official system for accrediting snow sports schools and guides that are not owned by or directly affiliated with LAR.

This system prohibits any snow sports school or guide from operating a snow sports school or guide business in LAR without being accredited by LAR.

2. Eligibility

Any organization, company, or individual affiliated with an organization, company, or individual who is already or will be running a snow sports school or guide business (including photo guide business) for profit (including monetary compensation) in LAR is eligible.

3. Conditions of Affiliation

LAR has decided to implement the following conditions of affiliation beginning with the 2017-2018 winter season

- 1) The applicant shall operate in compliance with the laws and regulations of Japan.
- 2) The applicant shall operate in a cooperative manner with LAR staff and other relevant personnel.
- 3) If the applicant is applying as an instructor, the representative (principal) must hold a snow sports certification issued by a Japanese or international ski and snowboard governing body as specified in the attached document, and all instructors employed under his/her supervision must hold a snow sports certification issued by a Japanese or international ski and snowboard governing body. All instructors employed under their supervision must hold a snow sports certification issued by a Japanese or international ski and snowboard governing body.
- 4) When applying as a guide business, all guides must hold one of the following qualifications, or must be operating a guide business under the supervision of a person who holds one of the following qualifications, or LAR has issued a special permit for the official school.
 - ☐ Avalanche Operation Level 1 (Avalanche Operations Level 1 Certification)
 - ☐ Ski Guide Stage I of the Japan Mountain Guides Association
 - ☐ If LAR judges that the applicant can provide sufficient safety management system, experience and experience in guiding.

5) Applicant has valid third party liability insurance (minimum ¥100 million per accident).

6) All employees and instructors/guides employed by the applicant must have a legal work permit in Japan. In the case of non-Japanese employees, proof of work authorization with their resident card must be presented at the time of lift ticket collection.

7) Instructors employed by the applicant must carry a "LOTTE ARAI RESORT Partnership License" issued by LAR and must wear the uniform of the snow sports school or guide business applicant.

8) All instructors and guides in uniform must carry the "LOTTE ARAI RESORT Partnership License" issued by LAR.

All snow sports instructors and guides must carry the license issued at the time of application and registration as a certified operator. One license is issued per guide or instructor.

☐ Due to the abolishment of the above issuance fee, 10% of sales will be charged as a commission (Please pay at Ski Information.)

☐ Licenses will be terminated at the end of the season.

4. Application Process

The applicant shall submit the " LOTTE ARAI RESORT Snow sports School Guide Affiliation System" application form together with the required documents to LAR at least one week prior to the start of operations of the snow sports school operated by the applicant.

Required documents for application:

- 1) Completed LOTTE ARAI RESORT Snow sports School and Guide Affiliation System application form.
- 2) Group or company profile. Include a detailed description of the business, location, summer and winter contact information, and contact information for Japanese-speaking employees.
- 3) A copy of the applicant's written crisis management plan. This is required in the event of an injury or serious accident involving a customer or employee.
- 4) A copy of the applicant's employee training and improvement plan.
- 5) A photograph of the uniforms of the applicant's snow sports school/guides.
- 6) Number of instructors to be employed.
- 7) Details of representatives and their qualifications.
- 8) A list of employees and instructors to be issued LOTTE ARAI RESORT Partnership Licenses. In the case of non-Japanese employees, evidence of permission to work in Japan (e.g., copy of work visa) and a copy of the person's residence card must be presented.
- 9) Proof of third-party liability insurance (100 million yen or more per accident) (a copy of the insurance policy) must be submitted.

The applicant's affiliation is at the discretion of LAR; only after accreditation by LAR may the applicant purchase licenses for all employees and instructors listed on the application.

5. Prohibitions

Individuals, groups or companies may not conduct for-profit guiding/snow sports school operations or similar activities in LAR facilities in any form without first obtaining the necessary affiliation approvals as indicated.

Regardless of whether or not accreditation is granted, the following is prohibited

- ☐ Soliciting and/or advertising for business in any form within LOTTE ARAI RESORT. Companies or individuals may not advertise (in brochures, websites, etc.) that they have a guide/snow sports school business or other business in LAR where they conduct their activities without the permission of LAR and the official snow sports school.
- ☐ Conduct lessons without wearing the default uniform reported at the time of application.

6. Exclusions from Application

Affiliation is not required in the following situations

- ☐ Guide/instructor-like activities in LAR that do not involve the exchange of money and for which LAR or an official LAR snow sports school has granted permission for use.
- ☐ Temporary or short-term teaching of students by school teachers or accompanying persons
- ☐ Accompanying a group of skiers or snowboarders who are visiting for a temporary or short period of time, but who live in the area and do not work as a guide or instructor as their primary business.
- ☐ New clients as a result of guest riders or other visitors (application form required, multiple events will be accepted or rejected after consultation with the person in charge and the official snow sports school).
- ☐ In the case of a sudden client who requires the same activities as a guide/instructor in LAR, the client will be introduced to the official LAR snow sports school, and the service will be provided by the official LAR snow sports school upon arrangement of sales commissions between the schools.
- ☐ The decision of whether or not to exclude the above application is entirely at the discretion of LAR. Please note that the service is not available when LAR judges it to be inapplicable even within the above-mentioned framework.

7. Policing Enforcement Procedures

LAR respects and protects the ability of accredited snow sports school and guide operators to purchase licenses and conduct school business. The License Enforcement Officer will verify that the correct license is held. The Licensing Enforcement Officer will check the following items

- a) Whether or not the license holder is carrying the license
- b) Name and color photograph of the holder
- c) License number

If the enforcer witnesses any suspicious activities, he or she will hand you the 'Advisory Council Information Document' along with the LOTTE ARAI RESORT Snow sports and Guide School Affiliation System documents. No further involvement will be made on the spot, so please cooperate to avoid any arguments. Any person found to be in violation must have an individual meeting with an LAR representative within 48 hours to prove that they hold the correct license.

*If an individual meeting is not set up within 48 hours, the subject person or business will automatically be considered an unlicensed business and will be prohibited from using LAR facility.

If the first warning is received, the below results are possible.

○ If the subject responds within 48 hours and agrees to a one-on-one meeting, the following outcomes are possible

1) If LAR can confirm that the subject was not giving lessons or guiding for compensation, nothing will happen.

2) If LAR is convinced that the subject has been giving lessons or guiding for compensation, it will encourage the subject to apply to the system and become a certified operator.

-> If the subject does not meet the requirements to become a member of LOTTE ARAI RESORT Snow sports Schools and Guides, the subject will be warned that he/she is not allowed to practice as a school or guide (first warning). The applicant will be required to sign an authorization form stating that he/she is not engaged in the snow sports guiding business. If the subject again engages in snow sport guiding (and LAR finds that he/she has been giving lessons for compensation), he/she will be made to forfeit his/her lift ticket without refund and will be banned from entering LAR for the rest of his/her life time.

If the second warnings are received, the following consequences are possible.

○ If the subject responds within 48 hours and agrees to an individual meeting, the following outcomes are possible

1) If LAR can confirm that the subject was not giving the lesson for compensation, nothing will happen.

2) If LAR is convinced that the subject was giving the lesson for compensation, the subject's lift ticket will be immediately confiscated without refund. If an employee of a member company of the Snow sports School Guide is not using the correct license, LAR may revoke that company's license and all associated licenses without refund.

Snow sports School Guide member companies can, and are encouraged to identify and report individuals they believe are operating in violation to LAR.

8. General rules

1) LAR has the right to immediately suspend a person's license without refund if LAR believes that the person has been giving lessons or guiding for compensation, or if LAR deems the person's behavior to be in violation of the definition of membership in the Lotte Alai Resort Snow Sports School and Guides.

2) Any person whose license is suspended by LAR will not be able to purchase a license for the following year.

3) LAR reserves the right to modify or revise the " LOTTE ARAI RESORT Snow sport School and Guide Affiliation System" at any time.

4) LAR will not provide rights of priority access to use or ride lifts in any form to the snow sports school or company that LAR has granted affiliation under this system.

5) LAR will post information on its website and in its facilities stating that only instructors and guides certified under the LOTTE ARAI RESORT Snow sports School and Guide Affiliation System will be allowed to operate in LAR facilities.

Appendix.

Representative (Principal) Qualification Requirements

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

In Japan, SAJ and SIA are designated organizations, and accreditation is based on the rules and regulations established by each organization.

Supplementary Provisions

These terms and conditions will be revised as necessary.

Enacted and enforced December 18, 2017

Revised January 18, 2023

LOTTE Hotel Arai Corporation

LOTTE AIRAI RESORT