

Schedule C
(updated December 20, 2023)

Pay Scales and Job Descriptions

For 2024, Coastal Bliss Adventures Ltd., Sea to Sky Expeditions, Cowichan Bay Kayaking, and Kilimanjaro Bliss Ltd., collectively Experience Bliss Travel Group (the Group), has two different Staff groups, the Guide and Outfitter Staff and the Technical Operations Staff. The pay scales relate to each Staff group, each with its own pay scale grouping. Specific jobs or roles fall within the pay scale grouping. Technical Operations staff are not required to have guiding certification or experience, but need to have qualifications for the functions they are performing. The Guide and Outfitter Staff have specific guiding qualifications to meet.

A seasonal, full-time position with the Group may include a variety of different duties and responsibilities. In small companies, the staff often have to perform cross-functionally to make the business work. Specialization is more efficient, but not always practical in small organizations. Since the Group also operates seasonally, the efficiency of specialization is more difficult. To maintain full-time work over a whole season, you may need to hold several positions over that season. You may have a TECHOPS job in a shoulder season to remain full-time.

No staff member will be allowed to work until all certification and employment documents have been completed, submitted and approved.

The Guide and Outfitter Staff (GO)

The GO Staff perform the core functions of the Group, leading our customers into outdoor and wilderness environments. These positions require a high level of commitment, integrity and follow-through. While the skills for the GO Staff are not highly complex or academic on their own, they require precision, forward thinking, good judgment and a high level of reflection; and, a large body of skills and experience is needed to perform each role.

Guide and Outfitter I (GO-I)

Minimum Requirements

- 16-hour first aid certification and CPR-C
- SKGABC Level 1 Guide Certification (similar certifications may suffice for qualification)
- Current Criminal Record Check for work with at-risk clients
- Current Staff Training
- All certifications completed and submitted
- All employment documents completed and submitted

Role: Apprentice Level 1 Sea Kayak and Canoe Tour Guide

Requires:

- Restricted Operator Certificate (Maritime) for VHF radio (required for all SKGABC guide certification levels)

Lead short tours, two to seven hours, in Cowichan Bay, BC, within direct communication with a base (dock or headquarters). You are able to prepare gear before a tour, introduce beginners to kayaking, plan safe and appropriate routes on the fly to meet a tour group's needs, interpret the bay, estuary, local birds and wildlife, clean up gear afterwards. You are also able to prepare a lunch for clients (no cooking). Paid hourly for the tour time and up to ½ hour of preparation time. (Additional clean up time may be required and will be assigned to a Kayak Dock Attendant to be paid at that rate.)

Role: Kids' Day Camp Assistant Leader-Water portion plus

Assist the Camp Leader with a group of 8-12 children aged 9 to 12 through water and land-based activities from 8:30 am until 3:30 pm for four days. Greet children and parents as they arrive, shepherd the children through the activities to give the children a fun, safe learning experience. You are a quick learner with a sense of risk management and safety, and a sense of fun. You are good with children. Occasional transfers of the group to some activities may be required, so a class 4 (BC commercial driver) license is useful. Paid hourly.

Guide and Outfitter II (GO-II)

Minimum Requirements

16-hour first aid certification and CPR-C

SKGABC Level 1 Guide Certification (guiding) or Paddle Canada Basic Instructor Certification (instruction, camp leading)

Current Criminal Record Check for work with at-risk clients

Current Staff Training

All certifications completed and submitted

All employment documents completed and submitted

Role: Level 1 Sea Kayak and Canoe Tour Guide

Requires:

- SKGABC Level 1 Guide Certification
- Restricted Operator Certificate (Maritime) for VHF radio (required for Level 1 guide certification)

Lead short tours, two to seven hours, in Cowichan Bay, BC, within direct communication with a base (dock or headquarters). You are able to prepare gear before a tour, introduce beginners to kayaking, plan safe and appropriate routes on the fly to meet a tour group's needs, interpret the bay, estuary, local birds and wildlife, clean up gear afterwards. You are also able to prepare a lunch for clients (no cooking). Paid hourly for the tour time and up to ½ hour of preparation time. (Additional clean up time may be required and will be assigned to a Kayak Dock Attendant to be paid at that rate.)

Role: Interpretive Day Guide (Land)

Requires:

- Specific skills, training and experience leading interpretive tours
- Class 4 (commercial driver) license

You have local knowledge of flora, fauna, history, culture and geology. You enjoy teaching and leading others into the wonders of the world around us. You learn quickly and pick up on details with little effort. You have excellent customer service skills. Day tours may be to experience big trees, sea life in tide pools, or to slow down and take a meditative forest walk on a forest bathing tour. Day tours may require meal planning and preparation, so you have excellent food preparation and presentation skills. Paid hourly.

Role: Paddle Canada Course Instructor

Requires:

Waterfront/Basic Sea Kayaking, Basic/Advanced Flatwater SUP, Canoe Skills courses

- Paddle Canada Instructor Certification for this level/activity

Design, prepare and lead/instruct Paddle Canada (PC) courses. You are able to prepare gear, curriculum, assessment and administration for a PC course independently. Before a tour, contact and introduce participants to the course and course plan, plan safe and appropriate routes and instructional sites to meet a group's needs, clean up gear afterwards. Paid hourly based on the course, for the time of the instruction only (preparation time is not included, but is part of your obligation as a PC instructor).

Role: Kids' Day Camp Leader

Lead a group of 8-12 children aged 9 to 12 through water and land-based activities from 8:30 am until 3:30 pm for four days, within direct communication with a base (dock or headquarters). Greet children and parents as they arrive, shepherd the children through the activities, supervising and working with an assistant leader, to give the children a safe, fun, learning experience. Strong on risk management and safety, you can still create a fun atmosphere. Occasional transfers of the group to some activities may be required, so a class 4 (BC commercial driver) license is useful. Paid hourly. The Camp Leader is responsible for planning the activities for the entire camp and ensuring that the plan is carried out for the whole camp period. Kids' Day Camp Leaders are expected work closely with, train and mentor Kids' Day Camp Assistant Leaders.S

Guide and Outfitter III (GO-III)

Minimum Requirements

40 Hour wilderness first aid and CPR-C

Guide training-**at least one year** of a post-secondary program in outdoor pursuits or an overnight guide certification (ACMG Hiking, SKGABC AOG, COLT, NOLS, or equivalent)

Wilderness travel and camping experience and training showing a progression of skills and responsibility through **at least one season** of guiding, or a significant, formalized personal progression through trip experience (this may be day guiding)

Food Safe Certification

Current Criminal Record Check for work with at-risk clients

Current Staff Training

All certifications completed and submitted

All employment documents completed and submitted

Role: Assistant Multiday Guide 1

Requires:

- Specific hiking/backpacking/canoeing/sea kayaking training and certification, which may include:
 - ACMG Hiking Guide certification
 - ACMG Assistant/Apprentice Hiking Guide certification
 - COLT (Canadian Outdoor Leadership Training) or other certification course
 - SKGABC Assistant Overnight Guide Certification or higher
 - RCABC Expedition Leader Certification
 - British Canoeing Canoe Open Water Leader, or equivalent
- Preferable: Class 4 (commercial driver) license

Most ACMG guide certifications qualify for lead guiding in national parks. Other training programs, such as COLT, also qualify guides to lead. Certifications alone do not give enough experience and breadth of skill to lead guide independently. Specific guiding training covering both soft and hard skills in guiding and backcountry camping are essential, combined with experience guiding on multi-day trips. You have a keen interest in the outdoors and a strong desire to bring people into wilderness and backcountry experiences. You have knowledge or desire to learn about the flora, fauna, history and culture of any area you visit. You are always looking for ways to experience new places in a safe and enjoyable way, and to learn more about being in nature in a more mindful way. You don't mind long days and have a strong customer care mindset. You are developing the skills to lead using multiple techniques, from command to consensus, with a growing understanding of these different styles. You are developing an attention to detail, from preparing a trip through to cleanup after it is finished. Assistant Multiday Guides are expected to work closely with Lead Guides, and other staff, and to train and mentor staff that are at lower skill levels. Assistant Multiday Guides are developing the level of responsibility to make sure that tours are prepared well, including food and gear, and the responsibility to ensure all the gear is cleaned and put away, any vehicles are cleaned and put away, at the end of a trip. All Assistant Multiday Guides are responsible for assisting the Lead Guide in submitting trip logs and end of trip reports. Paid on a daily rate. Assistant Guides are still in the learning phase for becoming Lead Guides.

Guide and Outfitter IV (GO-IV)

Minimum Requirements

40 Hour wilderness first aid and CPR-C

Guide training-**completed 1 ½ -2 year** post-secondary program in outdoor pursuits or an overnight guide certification (ACMG Hiking, SKGABC AOG, COLT, NOLS, or equivalent)

Wilderness travel and camping experience and training showing a progression of skills and responsibility through **at least two seasons** of guiding (one season may be day guiding)

Food Safe Certification

Current Criminal Record Check for work with at-risk clients

Current Staff Training

All certifications completed and submitted

All employment documents completed and submitted

Meeting these minimums does not guarantee you will be assigned this level of responsibility

Role: Assistant Multiday Guide 2

Requires:

- Specific hiking/backpacking/canoeing/sea kayaking training and certification, which may include:
 - ACMG Hiking Guide certification
 - ACMG Assistant/Apprentice Hiking Guide certification
 - COLT (Canadian Outdoor Leadership Training) or other certification course
 - SKGABC Assistant Overnight Guide Certification or higher
 - RCABC Expedition Leader Certification
 - British Canoeing Canoe Open Water Leader, or equivalent
- Preferable: Class 4 (commercial driver) license

Most ACMG guide certifications qualify for lead guiding in national parks. Other training programs, such as COLT, also qualify guides to lead. However, these certifications do not give enough experience and breadth of skill to lead completely independently. Specific guiding training covering both soft and hard skills in guiding and backcountry camping are essential, combined with experience guiding on multi-day trips. You have been developing these skills over two seasons of guiding. You have a keen interest in the outdoors and a strong desire to bring people into wilderness and backcountry experiences. You have knowledge or desire to learn about the flora, fauna, history and culture of any area you visit. You have an interest and developing skill in food and cuisine, and how it is presented. You are always looking for ways to experience new places in a safe and enjoyable way, and to learn more about being in nature in a more mindful way. You don't mind long days and have a strong customer care mindset. You are developing the skills to lead using multiple techniques, from command to consensus, with a growing sense of when to apply each. You have a fairly well developed attention to detail, from preparing a trip through to cleanup, after it is finished. You are comfortable in your role as a supportive Assistant Multiday Guide, able to work closely with Lead Guides, and other staff, and developing strengths in training and mentoring less experienced staff. Assistant Multiday Guides are developing the level of responsibility to make sure that tours are prepared well, including food and gear, and the responsibility to ensure all the gear is cleaned and put away, any vehicles are cleaned and put away, at the end of a trip. All Assistant Multiday Guides are responsible for assisting the Lead Guide in submitting trip logs and end of trip reports. Paid on a daily rate. Assistant Guides are still in the learning phase for becoming Lead Guides.

Guide and Outfitter Levels V through VII

Guide and Outfitter Level V through VII are Lead Guide levels on the scale. All Lead Guides require training/certification and extensive experience as a guide. **All** Lead Guides have the following minimum requirements:

Lead Guide GO Levels' V-VII Minimum Requirements:

80 Hour wilderness first aid and CPR-C

A formal guide training **and** two seasons of Assistant Guide experience (each season predominantly multiday guiding) OR Technical Skills trainings relevant to multiday guiding **and** at least three years' Assistant Guide experience

- Specific hiking/backpacking/canoeing/sea kayaking trainings and certifications may include:
 - ACMG Hiking Guide certification
 - ACMG Assistant Hiking Guide certification
 - COLT (Canadian Outdoor Leadership Training) or other certification course
 - SKGABC Assistant Overnight Guide Certification or higher (for hiking guiding)
 - RCABC Expedition Leader Certification
 - British Canoeing Canoe Open Water Leader, or equivalent
 - SKGABC Level 2 Guide Certification or higher
 - Other equivalent multiday guide training/certification courses

Food Safe Certification

Current Criminal Record Check for work with at-risk clients

Current Staff Training

All certifications completed and submitted

All employment documents completed and submitted

All Lead Guide Levels are developing or have developed the following **Professional Behaviours** to an assessable level:

1. **Punctuality and Time Management:** Being/starting on time and starting/completing tasks early, or at least within set deadlines.
2. **Effective Communication:** Using clear, concise, and respectful communication, both verbally and in writing.
3. **Attention to detail:** Completing tasks completely and fully with future outcomes in mind.
4. **Responsibility and Accountability:** Taking responsibility for one's actions and work, and being accountable for outcomes, whether positive or negative.
5. **Ethical Conduct:** Adhering to ethical standards and maintaining integrity in all professional dealings.
6. **Teamwork and Collaboration:** Working effectively with colleagues, contributing to team efforts, and collaborating across functions when necessary.
7. **Adaptability and Flexibility:** Being open to change and adapting to new situations or challenges.
8. **Continuous Learning and Self-Improvement:** Actively seeking opportunities for personal and professional growth.
9. **Respect for Others:** Treating colleagues, clients, and all other contacts with respect, regardless of their position or status.
10. **Problem-Solving and Critical Thinking:** Applying critical thinking to solve problems creatively and effectively.
11. **Professional Appearance and Demeanor:** Maintaining a professional appearance and demeanor that is suitable for the workplace and industry.

Most ACMG guide certifications qualify for lead hiking guiding in national parks. Other training programs, such as COLT, also qualify guides to lead. SKGABC Levels 2 and 3 qualify kayaking lead guides to guide in most national park areas on the BC coast. SKGABC Level 2 and 3 guides are required to have specific amounts of professional experience before they can be certified. All lead guides are responsible for being fully prepared for entire trips, for developing assistant

guides on trips, for complete trip cleanup after a trip is complete, and for submitting trip logs and end of trip reports. Paid on a daily rate. Reports to the Directors.

Guide and Outfitter V (GO-V)

Minimum Requirements

Director approval (may involve an evaluation)

Meeting these minimums does not guarantee you will be assigned this level of responsibility

Preferable: Class 4 (commercial driver) license

Role: Lead Guide 1

Lead Guides have specific guiding training covering both soft and hard skills in guiding and backcountry camping, combined with experience leading on multi-day trips. You have the formal training and now a significant number of commercial overnight trips that have given you the breadth of skill and judgement to lead others in the wilderness. Your relationship to the outdoors has grown beyond interest, and you now have, and show, a passion for it in some discernible way. You have a strong desire to bring people into wilderness and backcountry experiences. Your knowledge of flora, fauna, history and culture give you the ability to easily bring other areas into your knowledge base, free for delivering good guide interpretation. You have a good grasp of food preparation, especially in wilderness situations, and are mindful of the presentation of food for guests. You are always looking for ways to experience new places in a safe and enjoyable way, and to learn more about being in nature in a more mindful way. You exhibit developing Professional Behaviours that are becoming more consistent.

You are aware of and practice multiple leadership techniques, with a growing sense of when to apply each. You are developing an attention to detail and completeness, from trip preparation through cleanup. You regularly follow checklists to ensure quality and completeness. You are becoming increasingly aware of what you do not know and want to improve.

Guide and Outfitter VI (GO-VI)

Minimum Requirements

Class 4 unrestricted (BC) driving license or equivalent from another jurisdiction

A formal guide training OR Technical Skills trainings relevant to multiday guiding **AND** at least **two seasons** of Lead Guide experience (each season predominantly multiday guiding)

Meeting these minimums does not guarantee you will be assigned this level of responsibility

Director approval (may involve an evaluation)

Role: Lead Guide 2

Specific guiding training covering both soft and hard skills in guiding and backcountry camping are essential, combined with experience leading on multi-day trips. Your training and professional guiding experience have given you the breadth of skill and judgement to independently lead others in the wilderness. Your passion for the wilderness is tangible. You have a strong desire to bring people into wilderness and backcountry experiences. Your knowledge of flora, fauna, history and culture give you the ability to easily bring other areas into your knowledge base, free for delivering good guide interpretation. Your wilderness food

preparation and presentation skills are well-developed; and you are able to adapt and change with circumstances to meet guests' expectations. You are always looking for ways to experience new places in a safe and enjoyable way, and to learn more about being in nature in a more mindful way. You exhibit consistent, developed Professional Behaviours.

You regularly practice multiple leadership techniques, with a developed sense of when to apply each. You have a consistent and well-developed attention to detail and completeness, from trip preparation through cleanup. You regularly follow checklists to ensure quality and completeness. You are aware of what you do not know and are actively working to improve areas of weakness.

Guide and Outfitter VII (GO-VII)

Minimum Requirements

Class 4 unrestricted (BC) driving license or equivalent from another jurisdiction

A formal guide training or Technical Skills trainings relevant to multiday guiding **AND** at least **five seasons** of Lead Guide experience

Meeting these minimums does not guarantee you will be assigned this level of responsibility
Director approval (may involve an evaluation)

Role: Lead Guide 3

Your training and professional guiding experience have given you the breadth of skill and judgement to independently lead others in the wilderness. Your passion for the wilderness is tangible, and feels completely natural to your being. You have a passion for bringing people into wilderness and backcountry experiences and the ability to instruct and teach easily and naturally out of experience. Your knowledge of flora, fauna, history and culture are nearly flawless and lead to natural interpretation. Your execution of wilderness food preparation and presentation skills are excellent and consistently applied, giving guests delight with their food. You exhibit consistent, developed Professional Behaviours.

You flow easily between various leadership techniques, with an excellent sense of when to apply each. You have near flawless attention to detail and completeness, from trip preparation through cleanup. You follow checklists to ensure quality and completeness. You are naturally reflective and actively work to improve areas of weakness.

The Technical Operations Staff (TECHOPS)

The TECHOPS Staff hold a variety of customer facing and non-customer facing, technical jobs within the Group. These jobs are not part of the Guiding Staff, but hold an important functional place within the Group. TECHOPS Staff support and enable the Guide Staff, serving them to ensure complete and proper preparation, while at the same time, have authority for quality assurance over Guide Staff preparation and clean-up after tours.

Technical Operations Specialist (TECHOPS-I)

Minimum Requirements

16-hour first aid certification and CPR-C

Current Criminal Record Check for work with at-risk clients
Current Staff Training
All certifications completed and submitted
All employment documents completed and submitted

Role: Dock Technician 1

In addition to the minimum qualifications, this job may require:

- Preferable: Restricted Operator Certificate (Maritime) for VHF radio

This is an apprentice/training position. Sell rentals and tours to the public, prepare boats and gear for rentals and tours, clean and maintain the dock. You are able to figure out payment technology and use it quickly. You are also able to figure out quick and simple repairs and work-arounds on the fly. You may act as the on-site base manager for tours on the water and have the ability to make communications decisions to call 911 or a senior manager for assistance. This position is part retail, part customer service, and part administrative. Paid hourly.

Role: Multiday Tour Technician

In addition to the minimum qualifications, this job may require:

- Class 5 driving license with trailer experience.

Multi-day Tour Preparer: requires specific gear and food that often matches specific dietary requirements. As a preparer, you will clean and set up gear for the guides, prepare some or all the food, ready to be double-checked by the guide to ensure that it meets all dietary requirements. You may also help clean up at the end of a tour, ensuring gear is cleaned and put away properly. Paid hourly.

Technical Operations Specialist (TECHOPS-II)

Minimum Requirements

16-hour first aid certification and CPR-C
Current Criminal Record Check for work with at-risk clients
At least one season of previous work experience with CBA
Current Staff Training
All certifications completed and submitted
All employment documents completed and submitted

Role: Dock Technician 2

In addition to the minimum qualifications, this job may require:

- Preferable: Restricted Operator Certificate (Maritime) for VHF radio

Sell rentals and tours to the public, prepare boats and gear for rentals and tours, clean and maintain the dock and gear. You are experienced and skilled at using booking and payment technology and can use them quickly. You are also able to figure out quick and simple repairs and work-arounds on the fly. You are the on-site base manager for tours on the water and have the ability to make communications decisions to call 911 or a senior manager for assistance. This position is part retail, part customer service, and part administrative. Paid hourly.

Role: Kids' Day Camp Assistant Leader (Land portion)

In addition to the minimum qualifications, this job may require:

- Useful: Class 4 (commercial driver) license
- Skills with children and youth

Assist the Camp Leader with a group of 8-12 children aged 9 to 12 through land-based activities only from 8:30 am until 3:30 pm for four days. Greet children and parents as they arrive, shepherd the children through the land-based activities to give the children a fun, safe learning experience. You are a quick learner with a sense of risk management and safety, and a sense of fun. You are good with children. Occasional transfers of the group to some activities may be required, so a class 4 (BC commercial driver) license is useful. Paid hourly.

Technical Operations Specialist (TECHOPS-III)

Minimum Requirements

- 16-hour Standard first aid certification and CPR-C
- Current Criminal Record Check for work with at-risk clients
- Certification or experience in operations or administration
- Current Staff Training
- All certifications completed and submitted
- All employment documents completed and submitted

Role: Driver and Client Attendant

In addition to the minimum qualifications, this job requires:

- Class 4 unrestricted (BC) driving license or equivalent from another jurisdiction, and trailer experience
- an acceptable driving record as shown on your driver's abstract
- Excellent service and care skills

This position is mostly driving tour groups to and from trailheads for multi-day backpacking tours but might also involve picking up someone from a tour that cannot complete the tour. Both require strong customer service skills; however, the incomplete tour pickups require exceptional empathic skills to work with clients that may be disappointed, ill or in pain. This position requires taking responsibility for the conditions and treatment of the vehicles driven. It requires keeping up-to-date and accurate driving and maintenance logs, cleaning inside and outside, and stocking any items in the vehicles that need replenishing. It also involves lifting and carrying up to 60 lbs. Paid hourly for a single day, paid daily if an overnight is required.

Role: Operations Technician 1

In addition to the minimum qualifications, this job requires:

- Food Safe certification
- an acceptable driving record as shown on your driver's abstract
- Excellent organization and communication skills

This is an apprentice/training position. This position is responsible for organizing, stocking, cleaning and maintaining the Operations Building for guides to prepare for tours; to prepare boats and gear for rentals and tours. You are able to organize, audit and maintain stock levels for

tour food preparation. You are able to organize, audit and maintain gear and equipment for company/group operations. You are also able to figure out quick and simple repairs and work-arounds on the fly to direct and assist guides in maintaining their assigned equipment. You may act as the on-site Operations Coordinator, along with an Administrative Technician or Director for managing space use, collaboration and logistics, and have the ability to make communications decisions to call 911 or a senior manager for assistance. This position is part operational and part administrative. Paid hourly.

Role: Administrative Technician 1

This is an apprentice/training position. This position is responsible for maintaining administrative functions related to company/group operations. You are able to organize and execute information flows across functional areas of the group. You are able to communicate effectively with other staff, suppliers and customers. You are able to effectively operate software platforms for customer tour booking, communications, and financial reporting. You may act as the on-site Operations Coordinator, along with an Operations Technician or Director for managing space use, collaboration and logistics, and have the ability to make communications decisions to call 911 or a senior manager for assistance. This position is part operational and part administrative. Paid hourly.

Technical Operations Specialist (TECHOPS-IV)

Minimum Requirements

16-hour Standard first aid certification and CPR-C

Current Criminal Record Check for work with at-risk clients

Current Staff Training

At least one season of previous work experience with CBA, and growing efficiency in performance

Director approval (may involve an evaluation)

All certifications completed and submitted

All employment documents completed and submitted

Role: Operations Technician 2

This position is responsible for organizing, stocking, cleaning and maintaining the Operations Building for guides to prepare for tours; to prepare boats and gear for rentals and tours. You are able to organize, audit and maintain stock levels for tour food preparation. You are able to organize, audit and maintain gear and equipment for company/group operations. You are also able to figure out quick and simple repairs and work-arounds on the fly to direct and assist guides in maintaining their assigned equipment. You act as the on-site Operations Coordinator, along with an Administrative Technician or Director for managing space use, collaboration and logistics, and have the ability to make communications decisions to call 911 or a senior manager for assistance. This position is part operational and part administrative. Paid hourly.

Role: Administrative Technician 2

This position is responsible for maintaining administrative functions related to company/group operations. You are able to organize and execute information flows across functional areas of the

group. You are able to communicate effectively with other staff, suppliers and customers. You are able to effectively operate software platforms for customer tour booking, communications, and financial reporting. You act as the on-site Operations Coordinator, along with an Operations Technician or Director for managing space use, collaboration and logistics, and have the ability to make communications decisions to call 911 or a senior manager for assistance. This position is part operational and part administrative. Paid hourly.

Schedule D

(updated December 20, 2023)

Pay rates increase with responsibility and required qualifications. These pay rates are reviewed each year. The Group tries to adjust pay rates each season to alleviate annual inflation rates. The Group pays the following rates for 2024 (subject to change without notice due to economic conditions and costs):

GO Scale	Positions	Pay rates	
		Lead	Assistant
GO-I	Apprentice Level 1 Sea Kayak and Canoe Tour Guide Kids' Day Camp Assistant Leader-Water portion plus	\$18.75	\$18.75
GO -II	Level 1 Sea Kayak and Canoe Tour Guide Paddle Canada Waterfront and Basic Skills Instructor Interpretive Day Guide (requires class 4 driving license) Kids' Day Camp Leader	\$19.25	\$19.25
GO -III	Assistant Multiday Guide 1		\$180 day 19.25 hour
GO -IV	Assistant Multiday Guide 2		\$200 day \$20.50 hour
GO -V	Lead Guide 1	\$250.00 day	\$200.00 day
GO -VI	Lead Guide 2	\$280.00 day	\$225.00 day
GO -VII	Lead Guide 3	\$310.00 day	\$230.00 day
<hr/>			
TECHOPS Scale	Positions	Pay rates	
TECHOPS-I	Dock Technician 1 Multiday Tour Technician	\$17.75	
TECHOPS-II	Dock Technician 2 Kids Day Camp Assistant Leader (Land portion)	\$18.50	
TECHOPS-III	Driver and Client Attendant (requires class 4 driving license) Operations Technician 1 Administrative Technician 1	\$20.50/\$210.00	
TECHOPS-IV	Operations Technician 2 Administrative Technician 2	\$23.00	

Employees on a career path or with a commitment for several seasons work for the Group may have certain career advancement training or certification courses paid for over time. A typical arrangement will be for one-third cost of a course to be reimbursed at the end of a season in which the certification was required and used for specific responsibilities, one-third of the cost reimbursed at the end of the second season of successful employment, and the final third reimbursed at the end of the third season of successful employment. This benefit must be agreed to by a company director. For these career advancement courses, no training wage will be paid.

The Group often sponsors its employees for training courses to meet minimum job requirements, such as SKGABC Level 1 or AOG courses, or Paddle Canada courses. For these job-required courses the training wage will be the current minimum wage of the province of British Columbia, regardless of any position in a pay scale. These courses are often subsidized by government programs. Employees must meet the requirements for the subsidies or have the training subsidy amount deducted from pay.