



BANff PHOTOGRAPHY
Alpine Photo-tainer

Company Introduction: Banff Photography is the largest provider of professional, attraction and retail photography services in the Canadian Rockies. Below is a summary of the locations and services we own and operate:

1. Banff Photography Fotosource: This retail location on Banff Ave. is Banff's largest and most diversified Photo-Specialty store. From consumer and professional printing services, too camera and photo accessory sales, no other location in the Canadian Rockies serves more the photography needs of visitors to Banff National Park.
2. The Mountain Art Gallery: This retail photographic gallery offers for sale in a multitude of different formats some of the Rocky Mountains finest imagery. All of the photographic products available for sale are exclusive to the Gallery, and are made from photographs owned by Banff Photography. Our image bank of photographs have all been captured by Banff Photography staff.
3. Banff Photography at the Fairmont Banff Springs Hotel: This retail location is part Photo-Specialty, part Gallery and part Professional Services (Group Photography, portraiture, commercial photography).
4. Chateau Film Lab: This retail location at the Fairmont Chateau Lake Louise is similar to our Banff Springs location.
5. Banff Photography at Alpine Helicopters: This attraction photography services site is located at Alpine Helicopters in Canmore.
6. Banff Photography Professional Services Division: Exclusively staffed by Banff Photography associates, this division offers portrait, wedding and conference photography services. This division also operates Banff's only dedicated portrait studio located in the lower level of Banff Photography Fotosource.
7. Banff Photography Creative Services: Exclusively staffed by Banff Photography associates, this division offers graphic design and commercial printing services.

Helicopter Photo-tainer Job Description:

Banff Photography defines a Photo-tainer as one who enjoys making other people smile while capturing their photograph. Our Photo-trainers' understand that:

1. the key to a successful photograph is "Expression" and,
2. That the moments they capture will become important memories.

Our Alpine Helicopter location has two positions. They are the shooting and the selling position. On a daily basis staff will perform one or both positions as per a scheduled rotation. The staff person performing the Shooting position is located outside immediately in front of the Helipads. This area is outside and therefore exposed to the outside temperature and moving aircraft.



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The Shooter's responsibility is to engage each customer before they load the Helicopters in order to make them aware that we will be taking their picture once they are comfortably positioned outside the Helicopter. The Shooter's most important job is to get an outstanding "EXPRESSION" from the guest. This is best done by talking to the guest BEFORE they leave the boarding area.

The Alpine Helicopter operation is completely digital. Our state of the art software manages the transferring of captured images to the Gift Shop Photo Preview area. The Shooting shift lasts anywhere from 4 hours to 7 hours and is performed alone.

The second position is the Selling Position. Staff performing the selling position work at our Photo Presentation Centre located in the Gift Shop. The Photo Presentation Centre is immediately inside the area guests enter the Helicopter terminal. As they enter the terminal area our staff greet each customer and ask them if they would like to view their picture. Their picture is displayed on a computer monitor. Our staff then explain that if they (the guest) would like to purchase the picture, they can and that it will be ready in under 30 seconds. If the guest chooses to purchase the picture, our staff using our software print the image and collect payment from the customer. The finished print is placed in a souvenir folder and handed to the customer. The Selling shift lasts anywhere from 4 to 7 hours, and may at times be performed with another co-worker.

Living and working in Canmore is an extraordinary experience. Recreational and photographic opportunities abound just outside our doorstep, but to play hard one must work hard too! We offer a very competitive compensation package including job performance bonuses, sales rewards and staff discounts at our retail locations.

Preference is shown to potential associates that can complete the entire employment term from early May to October 31. Compensation includes:

1. A starting ***training*** wage of \$9.50/hour.
2. Four \$0.50/hour wage increases (\$2.00/hour total) based on successfully working through our staff training material. It is our expectation that new associates will successfully complete our training in one to two weeks. The resulting wage will then be \$11.50/hour.
3. After 3 (three) months of continuous service, a base wage \$12.00 per hour.
4. After 6 (six) months of continuous service, a base wage of \$12.50 per hour.
5. 4% Vacation pay.



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Please be advised that associates of Banff Photography must adhere to the following Professional Appearance Policies:

1. Personal Hygiene: Good personal hygiene is essential, daily showers and the use of deodorant is a must. Teeth should always be clean and fresh breath is imperative and hands and nails clean.
2. Hair: Hair must be clean, neat and in a conservative, professional style that allows for eye contact at all times. Men's hair should not reach the collar.
3. Facial Hair: Men are required to shave daily, preferably immediately before their shift. Neatly trimmed beards and moustaches, of a conservative style, are permitted if they are fully-grown (must be grown during a vacation or other non-working period).
4. Jewelry: Conservative jewelry may be worn in moderation, but may not detract from the uniform or business attire. Where mechanical or other safety hazards exist, no jewelry should be worn which could get caught or might otherwise cause injury. **No facial piercings permitted including tongue, with the exception of traditional pierced lower ear lobes. Stretched lobe tunnel type ear jewelry is not permitted.**
5. Accessories/Make Up: Perfumes, colognes, after-shave, hair tonic and scented lotions are to be used in moderation. **Tattoos must not be visible.** Females may wear nail polish that is well maintained, meets health and safety standards, and is of a neutral or conservative color that compliments the uniform or business attire. Make-up should promote a professional, well-groomed image. It should be used as an accent only and should be applied conservatively and compliment normal skin tones. Extreme colors and/or excessive amounts are not permitted.
6. Attire & Uniform: When on duty uniforms MUST be worn - NO EXCEPTIONS. Uniforms are to be clean, in good repair and neatly pressed whenever reporting for duty. Banff Photography provides an upper body uniform. You will receive short sleeve golf shirts, long sleeve dress shirts, a polar fleece vest and a long sleeve soft shelled fleece jacket. Staff who are required to work outside will receive a weather proof outer shell. **Short sleeve** under shirts may be worn underneath the golf shirts or dress shirts. **Shirts must be worn tucked in.**
7. Staff are required to provide their own pants. Pants must be of the casual cotton dress pant style and can be either black or tan. Jeans are not permitted, and low rise baggy style pants are not permitted.
8. Footwear should be cleaned and in good repair at all times (No running shoes).

Banff Photography does NOT have staff residence in Canmore, but for those staff with transportation we do encourage our associates to take advantage of our 12 bedroom Banff House, which the company owns and maintains for the exclusive use and benefit of our associates. Here our associates enjoy a furnished private room with TV and wireless high speed Internet access. Our associates share two kitchens, a large back yard and four newly renovated bathrooms. The Banff House is only a 5 minute walk from Banff Avenue. The cost per associate is \$12.50 per day. This amount is payroll deducted based on the number of days in the pay period. Please be advised that a damage deposit of \$100 will be deducted from an associates first pay cheque. This amount will be returned to the associate upon the successful completion of a move out inspection.