



**BANff PHOTOGRAPHY**  
**Photo-ista!**

**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.

### **Photo-ista Job Description**

The term "Photo-ista" refers to one who has acquired, or wants to acquire, some level of expertise in the creation, presentation and fulfillment of photographic memories. Within Banff Photography, its meaning is expanding to include what might be called a "photo sommelier"; a professional who is highly skilled in photography with a comprehensive understanding of:

1. the basic principles of photography,
2. image capture technologies,
3. image presentation techniques,
4. photographic fulfillment processes,
5. memory sharing,
6. and image preservation.

We are in the memory business! Working at any of our retail locations our Photo-ista's are responsible for handling the diverse imaging needs of visitors to Banff National Park. Whether consulting a customer on how too best print and preserve their memories, assisting a client at one of our many client imaging workstations, learning to operate our digital printing labs; or assisting a customer select a fine art photographic print, our Photo-istas must have a passion for customer service, must be **CREATIVE** and must have a true interest in photography. Our clients expect our team of professionals to be knowledgeable about photography. The more interested our team is in the technology and art of photography, the better they represent themselves and us!



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We hire for attitude and train for aptitude. No specific photography experience is necessary. It is desirable, but what we are really looking for is a passion for service and a passion for imaging and memory preservation.

A select portion of our staff will find themselves behind the camera. Photographic assignments will include creating group and portrait photographs at the Banff Springs and Chateau Lake Louise; or capturing family portraits in our Banff Ave. Portrait studio. Individual's who show an aptitude towards photography, a **SERIOUS** willingness to learn and a passion for customer service, will be assigned these engagements as they become available.

For those who are considering a career in photography, you may find any of our positions to be a great starting point. We are in the business of photography. You will certainly know more about this business after you spend a term of employment with us than you knew before! For those with photography experience, please be advised of the following. Before any of our associates step behind the camera to represent our company, they must first prove to us their ability to represent our service values on the retail floor.

Living and working in Banff 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 fulfill at least 6 month terms. 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.
6. Performance based commissions.

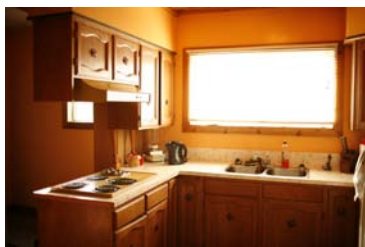
Please be advised that associates of Banff Photography must adhere to the following Professional Appearance Policies:

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. Jewellery: Conservative jeweler may be worn in moderation, but may not detract from the uniform or business attire. Where mechanical or other safety hazards exist, no jeweler 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.**

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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).

We encourage our Banff 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.



Our Fairmont Chateau Lake Louise associates take advantage of the housing and meal services provided by Fairmont. Please see the link below for more information.

<http://www.lifeatlakelouise.com/index.html>

The cost per associate is \$10.79 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 \$150 will be collected by Fairmont upon moving into Fairmont staff residence. This amount will be returned to the associate upon the successful completion of a move out inspection.