

30 December 2022

Private and Confidential

Cameron McGlashan

Dear Cameron

Offer of casual employment

We are pleased to offer you casual employment with Mulpha Sanctuary Cove (Developments) Pty Limited, trading as InterContinental Sanctuary Cove Resort (ABN20 098 660 318) (Employer) on the terms and conditions set out in this letter. We look forward to welcoming you to the team.

Hyatt Regency Sanctuary Cove Employee Collective Agreement (Collective Agreement) will also apply to your employment as a matter of law while it remains in operation, but it will not form part of your contract of employment with the Employer.

Position

You will be employed as **Food and Beverage Attendant** on a casual basis. To understand how your role contributes to our success, we've attached your job description which outlines your initial responsibilities and reporting lines.

The Employer may change your role, or update your job description, as business needs change. We will talk to you about any such change.

Your current classification under the Collective Agreement is .

Location

You will initially be required to perform your duties at InterContinental Sanctuary Cove Resort, which is presently managed by IHG Hotels Management (Australia) Pty Ltd (IHG). You may be required to temporarily work at other locations. We will notify you of any such requirement.

Commencement date

You may be offered casual shifts in the above position from **30 December 2022 (Commencement Date)**. The Employer may cease offering you casual work at any time.

IHG commencement date

The relevant commencement date for the purposes of certain IHG benefits, including IHG service recognition, is **30 December 2022**.

Long service leave commencement date

The relevant commencement date for the purposes of your long service leave entitlements is **30 December 2022**.

Hours of work

As you are employed on a casual basis, you will be offered work on an hourly basis as required by the Employer however, you will be provided with a minimum of 2 hours' work on each engagement. Your hours will fluctuate depending on the level of business demand. The Employer does not guarantee you a minimum number, or any, hours of work. Given these circumstances, you should have no expectation of continuing employment with the Employer.

You will need to be flexible about your work hours. This may include working at night, on weekends and on public holidays.

Your hours will be averaged over the Employer's roster cycle (as varied from time to time).

Remuneration

You will be paid a casual baseordinary hourly rate of \$ gross per hour, and a Gross loaded hourly rate of \$ which is inclusive of any applicable casual loading.

You will also be paid any applicable penalty rates, allowances and loadings payable to you under the Collective Agreement.

In accordance with the Collective Agreement, you will be paid on a fortnightly basis into a bank account of your choice.

Superannuation

The Employer will also make superannuation contributions into a complying superannuation fund at the rate required by applicable legislation.

You are eligible to choose your superannuation fund. When you commence work, if you do not make a valid choice or do not wish to make a choice, you will be enrolled as a member of the Host Plus superannuation fund. You may exercise your choice of superannuation fund at the commencement of your employment, and every 12 months after that.

Discretionary benefits

In addition to your remuneration, we may, at our discretion, provide you with other benefits. Our current IHG benefits offering to eligible IHG colleagues can be found in your onboarding pack. Unlike your remuneration, we may cease providing these benefits, or change the basis on which we provide them, at any time during your employment.

Unless the Employer advises you in writing that a benefit is part of your remuneration, it will be a discretionary benefit to which this clause applies.

In addition, the hotel specific discretionary benefits we currently provide include:

Discretionary benefit	Your current entitlement
Duty Meals	Duty Meals are provided in the employee canteen at a cost of \$4.00 per meal.
Uniform/Dry Cleaning	A uniform will be supplied and laundered for you by the hotel in accordance with the Employer's guidelines.
Car Parking	Staff car parking is available to you in the Sanctuary Cove Marine Village carpark free of charge, subject to availability and change. The hotel will not be held responsible for the loss of or damage to cars or bikes.

Leave

You are entitled to leave (including unpaid carer's leave, unpaid compassionate leave, unpaid parental leave, unpaid community service leave and long service leave) in accordance with the *Fair Work Act 2009* (Cth) and applicable long service leave legislation.

Intellectual property rights

You agree that during your employment, all materials, works, ideas, concepts, designs, developments, improvements, systems and anything created during the course of your employment will be the sole property of the Employer and you will assign all intellectual property rights in those materials to the Employer, for its use.

Confidential information

You must keep all confidential information confidential. You agree that during your employment and after your employment ends, you will not, except with the consent of the Employer, as required by law or solely in the performance of your duties, use or disclose confidential information including but not limited to information concerning the Group's business, information concerning the Group's clients, customers, suppliers and competitors, trade secrets and financial information.

In this letter, Group means the Employer, IHG, their related bodies corporate (as defined in the *Corporations Act 2001* (Cth)), or any other entity appointed to manage InterContinental Sanctuary Cove Resort.

Workplace surveillance

The Employer notifies you that continuous ongoing camera, computer and tracking surveillance may be carried out in your workplace, or while you are performing work. This will be undertaken as set out in



the Employer's Workplace Surveillance Policy. You agree to this surveillance from the Commencement Date.

Medical examinations

If the Employer requests, you agree to submit to a medical examination with a medical practitioner chosen by the Employer. You also agree to the Employer keeping information about your health supplied by a medical practitioner for as long as the Employer considers necessary.

Termination of employment and resignation

Your employment may be terminated at any time by you or the Employer without notice.

Policies and procedures

You must inform yourself of and comply with the Employer's policies and procedures. Those policies and procedures are not, and are not intended to be, contractual in nature or to have any contractual effect and include any changes, amendments, substitutes or replacements to the policies or procedures from time to time.

Privacy

The Employer may collect personal and sensitive information from you such as banking details and health information. You agree to the Employer providing this information to third party providers where it is necessary for the proper conduct and administration of the Employer's business.

Acceptance of this offer

This letter contains the entire agreement between you and the Employer in relation to your employment and supersedes any previous agreement, understanding, communication, representation or negotiation by or between you and the Employer about your employment. It is governed by the laws in Queensland. The terms and conditions referred to in this letter may only be varied by a written agreement signed by both you and the Employer.

Should you have any questions about this letter, please don't hesitate in contacting Human Resources on 07 5501 9868.

Once you have read and understood this letter, please confirm your acceptance by signing and submitting prior to your commencement date.

Congratulations on your new position, we look forward to working with you to achieve our purpose of creating Great Hotels Guests Love!

Yours sincerely,



A small, handwritten signature in black ink, appearing to be 'MD' or similar initials.

Signed by: Michelle Drummond on 30/12/2022 11:42 AM

General Manager

%%HR_SIGNATURE%%

Human Resources

A handwritten signature in black ink, appearing to be 'Cameron'.

Signed by: Cameron McGlashan on 1/1/2023 11:59 AM